

**SURGICAL INSTRUMENT MANUFACTURERS'
ASSOCIATION (Incorporated)**

(Affiliated to the National Union of Manufacturers)

Report of the
**Annual
General Meeting**
and Trade Union Agreements



Held on FRIDAY

October 24th, 1947 at 2.30 p.m.

6, HOLBORN VIADUCT, LONDON, E.C.1

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**SURGICAL INSTRUMENT MANUFACTURERS'
ASSOCIATION (INCORPORATED)**

Report of the Annual General Meeting

Held at the Connaught Rooms, London, W.C.1.

Friday, 24th October, 1947, at 2.30 p.m.

Mr. H. GUY DREW in the Chair.

The Notice convening the meeting was read and Proxy Forms and apologies for absence were dealt with.

The Report of the last Annual General Meeting having been circulated was taken as read and confirmed.

REPORT OF THE YEAR'S PROCEEDINGS.

THE CHAIRMAN: On this occasion I do not propose to make a full report—that will be published in the Handbook. This afternoon I am giving you a summary of the more important points of the events of the last year.

Our membership has increased by 31; we are now 417 strong. When I took office the membership was 85. The Main Committee have held 33 meetings in conjunction with the Main and other sections.

The Committee itself has changed about a little. Mr. Beckett, who has been our very able Honorary Secretary for 19 years and has done such tremendously self-sacrificing work in the interests of all of us, has this year been succeeded by Mr. F. C. King. What Mr. Beckett has done during those 19 years probably very few of our members realise. He held together the whole of our Association at a time when we had a very scattered membership, without any thought of personal cost. It involved hundreds of hours of work every year and Mr. Beckett carried it out. I do not feel we have sufficiently expressed our gratitude to him and I would like you to rise and drink his health. In doing that I am not saying anything derogatory to Mr. King who has turned up at the office of the Association 103 times this year and has been a splendid Secretary during that time. I am glad to say Mr. Beckett is still with us. He

is on the Main Committee representing the Orthopædic and Surgical Appliance Section and no one in the country has a greater knowledge of the needs of that Section, which is one of the most important in our Association. In appreciation of the work Mr. Beckett has done for so many years we held a little luncheon on February 10th to thank him, and in order to lessen his struggles during his retirement, presented him with a Dunhill lighter. The one he previously carried had nearly worn out his thumb.

Another change has been that Mr. A. H. G. Lewis was co-opted on the Main Committee. Mr. Lewis is extremely knowledgeable in everything that concerns surgical instruments, he is a practical surgical instrument maker and he has been extremely helpful to us in our work during this year.

I now come to the political side of our Association.

We have all read the Prime Minister's appeal to the nation that there should be no pressing for conditions which would increase the cost of production of goods, or alteration of hours which would decrease production. It is therefore with regret that I report that in the Orthopædic and Surgical Appliance Section we have had to accede to the 44 hour week and you will find the Agreement printed in the Handbook.

In March last the Association received an application for a 40-hour week from our skilled craftsmen in the Surgical Instrument Industry. This application has not yet been dealt with. The 40-hour week was naturally refused out of hand on the grounds that it would reduce output, but negotiations for a 44-hour week are proceeding.

In addition we have been asked for a guaranteed week and the trade union have been kind enough to inform us that they will work 49 hours a week at appropriate overtime rates for the extra hours.

They have also asked us to launch a superannuation scheme which we have explained is an additional burden which we cannot carry but we would arrange a scheme if the cost were met by the beneficiaries. It will of course be well in the minds of everyone in this room that next year the industry will have to shoulder additional burdens under the National Health Schemes, which will certainly make a considerable addition to our overhead expenses. The trade union would also like us to bring in a very much improved sick pay scheme, but here again we are referring them for the moment to the National Health Scheme, which is not yet in operation.

A further point we are discussing with them is holidays with pay. On both sides we are in agreement on the main principles that

everybody should have 14 days holiday with pay per annum but we are mutually at work defining an agreement to settle minor points under discussion and probably this matter will be arranged during the next few weeks.

As you have all been informed, we have arranged with the Government and the trade union, a vocational training scheme on the familiar Ministry of Labour lines. This is chiefly for men who have been in the Army or who have been disabled. All the details have been mutually worked out, the Agreement is published and a handful of men have joined the industry under that scheme. We are, however, at slight variance as to the rates of pay for trainees who enter the industry without previous experience, that is to say, the position is that we have one Agreement with the trade union for skilled men and another Agreement with the trade union for Government trainees. Now what we are seeking is a third agreement for men entering the industry without previous experience and who are to be entirely trained by the employers. There are one or two little items under dispute here but nothing serious has arisen.

There is no one in this room who is not cognisant of the absolute necessity for every industry in this country to export as much of its products as it can. Our food and raw materials depend on our footing the bills which we are incurring abroad, by supplying goods, since paper money is of no use. A Conference was recently held at the Ministry of Supply to discuss this position. You will not be surprised and I feel sure you will be pleased to know that the surgical industry has a very good record this way and we are well up to the so-called Government target figures. However, the Government, and we ourselves, would like to increase our output by 10% per annum, that is to say, this year we are to send abroad 10% more than we sent last year. The position seems to be that today we are faced with shorter working hours, cuts in steel and other raw materials, and staggered hours to meet the shortage of electric current, and gas, and, without reducing our supplies to the home hospitals, who have equal priority with export, we have to export 10% more. Now, Gentlemen, I want you to note that last sentence. The Government hold that it is just as important to cure a sick Englishman as to send the instruments abroad, and we heartily agree with them. We have been given an assurance that all the necessary materials will be available, but frankly none of us are looking forward to this winter without some anxiety.

A little time back we were informed that there was a possibility that we should have no further cloth or materials for orthopaedic appliances and only two-thirds of the steel which we require. Other notions have now prevailed and I think we have to thank the Ministry of Supply for an assurance that we shall have all the ortho-

pædic materials we require and all the necessary "M" forms, but whether these "M" forms will prove to be dud cheques or not remains to be seen. The Ministry have offered us every assistance. I should like to add that in order to reach this happy conclusion we had to make a direct appeal to Sir Stafford Cripps and Mr. Aneurin Bevan.

In view of the petrol and petroleum situation I must warn members that there might be a shortage of oil for hardening and fats for polishing during the coming winter. If members agree they should respond immediately to our appeal to indicate their requirements, in order that we can try to arrange, if possible, for adequate supplies of these materials.

With reference to Sheffield Breeze, as you know, the Ministry of Fuel and Power has made special arrangements for us and Messrs. Rickett Cockerell & Co., the distributors of Sheffield Breeze, have promised they will do their utmost to meet the demands for 200 tons during the next 12 months.

With regard to load shedding, I am sure everybody has had his fill of worries over this difficult question. In Sheffield where the load shedding is very strict, factories are working under great difficulties. They employ a large number of women who will not arrive at the works at 7 o'clock in the morning when they are probably busy preparing their husbands' breakfasts. On the other hand some factories are finding that the men will stay on over the usual hours and they are paying overtime for the extra work. Altogether the position there is a little bit spiky. However, in London we are better off. It is, of course, our duty to make every economy possible in electric power during the so-called peak hours, but you have all had a letter which has been sent to us by the Directorate of Medical Supplies to whom we explained our position, that it was as ridiculous to stop work in a surgical instrument factory as to turn out the lights in an operating theatre, the end effect of both actions is the same. Therefore, the position of the Directorate of Medical Supplies is that they agree with us that we are to make all possible economy and we are to meet the peak load trouble as far as is humanly possible, but if any member finds it is impracticable to make the contribution required on their particular premises, they must first take their difficulties to the appropriate Regional Controller of the Ministry of Supply and if that fails, they must approach the Directorate of Medical Supplies, who has appointed Mr. Ogilby to look after our troubles.

The Directorate of Medical Supplies has had a panel investigating the industry and has come to the conclusion, after taking the opinions of many manufacturers, that an increase in the output of

the simpler types of instruments can be brought about by extended use of stampings. It was agreed that stampings can only be employed in a limited range of patterns and the Ministry impressed upon us that we should co-operate in the purchase of these stampings and place bulk orders. A great deal of work has been done on this question; all firms in the industry who were interested were drawn together and very frank in their approach to one another and it is possible that the result of the labours of the Stampings Committee (as we now call it) will make matters easier for many firms to increase their output of the simpler types of instruments. A list of the stampings available has been circulated and a further list of stamping dies which can be usefully made, is in course of preparation.

The Association was invited by the Federation of British Industries to co-operate with other Associations interested in the supply of surgical and medical goods in a Conference which had been called to explore the desirability of making representations to the Director of Medical Supplies on the need for consultation with the industry before drawing up specifications and the desirability of acquainting the industry with the probable requirements under the new National Health Scheme. The S.I.M.A. stressed the necessity of avoiding any interference in the direct contact between the surgeon and the instrument maker, and maintaining the present method of marketing bought-in goods through the industry. These proposals were embodied in a letter drafted by the F.B.I. but at a further conference recently held it was decided that there was no longer any necessity to make joint representations as the Departments concerned had been in consultation with the various sections of the industry.

The Association has written to the Chairman of every regional Hospital Board throughout the country stressing the points mentioned above.

An endeavour was made by a firm in this country to import a large quantity of German surgical instruments and hypodermic needles and a protest was made by the Association.

Enquiries were made on behalf of the Orthopædic Section as to the terms on which a policy could be taken out to protect members against claims which might be made by a patient who received injuries as a result of a faulty appliance or from dermatitis which might arise from wearing a surgical belt. Favourable terms were quoted by the Northern Assurance Company but were conditional upon a policy being taken out by 75% of the membership. It was found, however, that a number of members were already covered and only about a third of the members have expressed a desire to

participate in the scheme. The matter is now under consideration by an Insurance Company who have undertaken to let us know whether they can make any alternative proposals.

Space was booked by the Association at the British Industries Fair, 1947, in the Section organised by the Scientific Instrument Manufacturers' Association. Five members participated in the Fair.

Mr. H. S. Souttar, President of the Institute of British Surgical Technicians, has offered a prize of £10 to be awarded to the best apprentice of the year for handicraft. The Institute has decided to continue this in future years.

The Committee considered a proposal that a Benevolent Fund should be started to render promptly slight assistance to the aged people in the industry who had fallen into necessitous circumstances through no fault of their own. This was approved in principle but it was considered unnecessary to create a special fund for the purpose and it was agreed that the Finance Committee should have authority to relieve necessitous cases up to £10.

Arrangements have been made for the production of standard French/English Catheter Gauges which will, when available, be supplied to members at cost price.

A Committee has been set up by the British Standards Institution on which Mr. Drew, Mr. Butler and Mr. King represent the Association, to standardise catheters. At the first meeting there was some criticism of the English catheters as compared with those of foreign manufacture and a number of urological surgeons have been asked for their opinions on the subject.

The Committee met representatives of Messrs. Wm. Warne & Co. Ltd., to discuss the standardisation of trachea tubes and various suggestions were made for an improved standard tube in eight sizes. Messrs. Warne subsequently submitted samples and the Committee's criticisms and comments were forwarded to them.

The British Committee of the International Society of Surgeons approached us early this year and asked us to organise an Exhibition of surgical instruments and pharmaceutical products at University College, London. This Exhibition acted as a double purpose to show our friends abroad that we were not quite down and out, and also incidentally to raise funds for future international congresses. Abroad these congresses are financed by the Government, but here this is not the case. We were only too delighted to take suitable action and help our surgical friends. We organised an Exhibition for the Twelfth International Congress, which was held from September 14th to 20th. Stand space was taken by 29 firms, a

successful exhibition was held and we printed the handbook for the Society and rendered them other services. We have received the thanks of the Committee.

During the week of the Congress we arranged a Dinner at the Savoy Hotel and a number of eminent surgeons of international repute from home and overseas were our guests. The function was a successful one and we trust that everyone who attended had a thoroughly enjoyable evening.

In view of increased clerical charges and other expenses it has been found necessary to consider raising the membership subscriptions. At a meeting of the Finance Committee and Chairmen of the Sections the following revised scale was drawn up and is recommended for adoption :

<i>All Sections</i>		<i>Per annum</i>
Firms with over 100 employees	...	£16 16 0
Firms with 50 to 100 employees	...	£12 12 0
Firms with 25 to 49 employees	...	£9 9 0
Firms with 10 to 24 employees	...	£7 7 0
Firms with 5 to 9 employees	...	£3 3 0
Firms with less than 5 employees	...	£1 11 6
Affiliated members		£1 1 0

Our subscriptions have remained the same for many years and it is really due to the fact that the work of the Association has been done for nothing by members of the Committee. Unfortunately, during the forthcoming year that will not be the case and when I tell you that the whole of our clerical work has been paid for at the rate of £200 a year you will admit that that is perfectly ridiculous. In addition to our own increased expenditure, I do foresee that the Dental Section owing to political implications will be obliged to employ a legal secretary because the trade union members in the House of Commons are bringing in bills which need counter political action and undoubtedly it will be necessary to have a secretary with considerable Parliamentary legal knowledge. Their expenses will probably be very high and I think the subscription list I have mentioned is extremely moderate for the services which will be rendered.

The adoption of the new scale of subscriptions as enumerated by the Chairman was moved by Mr. Everett, seconded by Dr. Greville and carried unanimously.

The adoption of the Chairman's report was moved by Mr. Everett, seconded by Mr. Lewis and carried unanimously.

FINANCIAL REPORT.

MR. T. M. PROUDFOOT : This is the first occasion that I have had the pleasure to present to you a survey of the accounts for the past year. Before doing so I wish to thank most sincerely our Assistant Secretary, Miss Sawers, and my predecessor, Mr. F. C. King, for their patience and willing co-operation, help and advice and to assure them that I am deeply grateful.

You have all received a copy of the Balance Sheet for the year under review. It is self-explanatory and clear and in my opinion there are no unfortunate matters which might give you cause for alarm. On the other hand, it is very comforting to be able to report an excess of income over expenditure amounting to £56 14s. 7½d.

With your permission I do not propose to refer to every item of expenditure, with the exception of the present of £50 to Mr. Phelps, which is non-recurring.

I also wish to call your attention to the Income Tax figure of £106 13s. 0d. which is up £52 3s. 0d., but I would remind you that this sum is calculated on our returns for 1945 when our excess of income over expenditure was considerably higher.

The payment of £13 15s. 0d. to the British Industries Fair was in connection with the Association's exhibit held this year and will be refunded.

It is a pleasure to record the subscriptions remain at a high level, an increase of £49 9s. 0d. to £847 18s. 6d.

The Balance Sheet in my opinion is a very satisfactory document. The Accumulated Fund of £1,724 6s. 11d. is represented almost entirely by Cash at Bankers, in hand, and investment in the Post Office Account with accrued interest—surely a very happy state of affairs.

Now, Ladies and Gentlemen, I do not intend to detain you and unless you have any questions to ask regarding the accounts I would be glad if the members present would move and second the adoption of the report and accounts.

The adoption of the report was moved by Mr. Doherty, seconded by Mr. Lewis and carried unanimously.

SHEFFIELD SECTION.

The following report was received from Mr. W. L. Gray, who was unable to be present at the meeting :

The members of the Association have continued to be very busy throughout the year, particularly on Export Trade.

There is, however, still a shortage of the necessary skilled labour. Deliveries of raw materials, too, are becoming more and more delayed.

It may ultimately be necessary to manufacture those instruments only for which stampings and materials can be obtained.

The 44-hour working week has recently been conceded, together with a corresponding advance to piece-workers. Staggered hours of work have also been inflicted on us since the 5th October, 1947.

These all appear likely to have an adverse effect on output during the next few months but all members are endeavouring to overcome these difficulties as far as possible.

Mr. Strowbridge, in moving the adoption of the report, said he thought that as far as the members of the Steel Section were concerned, they had reached a bottle-neck in regard to hand forgings and unless they could get additional stampings they had reached the peak of their production. The adoption of the report was seconded by Mr. Lockwood, who endorsed Mr. Gray's remarks, and was carried unanimously.

ORTHOPAEDIC AND SURGICAL APPLIANCE SECTION.

MR. G. ERNST: I do not know whether you saw yesterday a statement in the press reporting what Miss Jenny Lee had said a day or two ago in the "Nation," that to live in Great Britain today was marvellous and that the production drive under the present Government was nothing short of a miracle. Personally I could not more heartily disagree with her, but I thought I would mention that as a prelude to my few remarks with regard to the affairs of the Orthopaedic Section. Also, Mr. Chairman, I do remember that at a meeting we had some weeks ago, you suggested that these reports might be as short as possible and I will therefore try to be brief.

We are still of course overwhelmed with masses of work. I think I can safely say our relations with labour are very good. We should all like an increased output but I am afraid the prevailing theme song of labour is largely "How much for how little."

With regard to materials, I think the position goes from bad to worse and that brings me to the point of increasing costs of production. You, Sir, at one of our meetings rather shook me personally by saying to the members of our Section—Did we realise that the cost of sending out an invoice was something in the nature of 1/2? I blinked my eyes at that but knowing that you would not exaggerate I thought it would be a wise thing to ask my accountants

to go into the question and carry out an investigation of our costs. After they had spent a considerable amount of time and trouble on the job they said "As far as you personally are concerned you should reckon that every hour's work of a skilled man is not far short of 7/- an hour." That caused me several blinkings of the eye but I did wonder whether our members do perhaps appreciate the enormously increased costs that have been occurring in very recent times and whether we have been able to take adequate steps with regard to our price structure. Incidentally it would also appear to me to be an exceedingly difficult matter from the point of view of export, not that we in the Orthopædic Section are particularly interested, but it does seem that the buyers' market may not be quite so easy in the future as in the past. Sir Stafford Cripps rather seems to give one the impression that all we need to do is to turn the handle and take out our goods, load them on to trucks and away we go, but someone has pointed out that there must be buyers at the other end and one wonders whether the buyers will always be there.

We in the Orthopædic Section have done a little better in pulling up on our arrears of orders and providing the efforts of the D.M.S. to secure our supplies of materials are successful, I hope we shall be able still further to improve the position in the forthcoming year.

The adoption of the report was moved by Mr. Jefferson, seconded by Mr. Bird and carried unanimously.

STEEL SECTION.

MR. R. MORING : Mr. Chairman, Ladies and Gentlemen : I have been asked to give a report on the activities of the Steel Section and matters in general but I seem to feel that you have already had it because first of all Mr. Drew comes along and steals all the thunder. He tells you everything about the Steel Section because all the troubles in the Main Section are our troubles. Then we get the report of the Sheffield Section and they tell you all their troubles—they are also the Steel Section's troubles. Then to add to the agony one of our members gets up to propose the adoption of the Chairman's report and he takes the whole of my report away, but I can just say I support everything that has been said and with regard to shortages there is no question whatever they are acute—oils and greases, Sheffield Breeze, steel, everything, and worst of all, labour in particular.

The Government tell us we must do everything we can to increase production but they do nothing to help us to recruit our labour force and improve matters in the industry. There is the raising of the school-leaving age this year which cuts out a whole mass of young people, prospective craftsmen in the industry. There is only

one way in which we can increase the labour force of our industry and that is by the acceptance of young people into the trade for training. You can talk of trainees but they will never be craftsmen in the surgical instrument industry. We must have young people. There is talk of further raising the school-leaving age to 16 but my view is that you can keep them at school until they are 60 and they won't know any more—it is just waste of time. If a young person wants to be a craftsman and enter an industry he should start at the youngest age possible as we did in our day. Our fathers were great craftsmen in the industry and we claim to be craftsmen but it seems to me that craftsmen in the industry are slowly coming to an end. I believe today we have seen the last of the great masters of the craft of surgical instrument making. It appears that the trade is slowly deteriorating and very much to our detriment. You cannot in future, in my opinion, produce craftsmen in the industry such as we have had in years gone by. Apart from the raising of the school-leaving age there is the calling up for military service at 18. These young men cannot come back to be instrument makers. I am sorry to sound such a dull note but I am afraid that is the position.

The adoption of the report of the Steel Section was moved by Mr. Everett, seconded by Mr. Proudfoot and carried unanimously.

The Chairman said that everyone would be in full sympathy with Mr. Moring but the difficulties in the industry must be overcome and they must see that in future the same quality instruments were produced as in the past. They had to encourage every craftsman in the industry who had ingenuity and ability and while the industry had a difficult task it was not going to be beaten.

Mr. Strowbridge added that he had heard from overseas buyers that the London-made surgical instruments were the finest in the world; they were not worried about the price but were looking for quality. Mr. Oldfield said he was not concerned so much about craftsmanship as in his sphere they trained the young people up through the apprenticeship system but the difficulty was in keeping them owing to calling up at the stage where they were becoming useful. The Chairman thought the industry must see that the craftsmen had proper training even after they came back from military service.

SILVER SECTION.

MR. F. A. FROUD : Mr, Chairman, Ladies and Gentlemen : It is a great pleasure for me to give you a report on behalf of the Silver Section.

Our position in the present year has been similar to 1946 but to some percentage more difficult. Demands made upon our section

become heavier each month and it has been impossible for us to give time to frequent meetings.

One of our difficulties is being unable to obtain special size material in small quantities as compared with other industries. Just having to make do with any material that can be found from stock-ists shows a great increase in our production costs.

Suitable labour even to be trained for our type of work is rarely found and a costly process which is not fully recoverable.

Each of us at this meeting knows of the call for increased production and although our industry is now on a shorter working week of five days only it is found that the full working hours are regularly not done in many factories.

The Silver Section offer much praise in particular to our Chairman, Mr. Drew, and those of the Main Committee who have done so much work for the Association in the past year.

The adoption of the report was moved by Mr. Lewis, seconded by Mr. Drew and carried unanimously.

WOOD SECTION.

MR. H. DOHERTY : Mr. Chairman, Ladies and Gentlemen : It is my duty to report the activities of the Wood and Leather Section of the Surgical Industry for the past 12 months. I feel that we are becoming too accustomed to the repetition year after year, of the difficult times through which we have passed and of the depressing outlook of not only the immediate, but also of the distant future.

The past year has, I feel, been a little less difficult on review than we all anticipated—we must count ourselves fortunate, Gentlemen, that we are concerned with an industry which is of vital importance to this nation and the world; and also that whatever other imperfections we may find in the present Government, the Ministries which serve them and us are not only aware of our importance, but are prepared to support us in our demands for labour and material.

We should like to put on record our appreciation of the help which they have rendered us during the past year, and trust that we may be favoured with a continuation of their co-operation and assistance.

We have no doubt that the education of these several Government Departments has been considerably extended and developed by the activities of Mr. Drew and his confrères on the Main Committee. This education has taken many years to achieve and we are now bearing the fruits of their energy and foresight. Again,

we would join with other Sections in expressing our thanks to them for the continued and unflagging efforts which they make on our behalf.

The general trend of production in our Section has again been on the increase. Our main obstacle to organising our several works to give the prompt delivery we would desire is the long delivery of raw materials and also of fittings, catches, etc.

Broadly speaking, during the last year we have been able to obtain all the labour which we require.

It is more than ever necessary for each one of us to combat the expressions of frustration and stalemate which are at present so current both amongst employer and employee.

We as employers have a great responsibility—to set the tone in our factory, in our homes; and so much depends upon our expression.

Let us emulate Churchill—his tactics were aggressive cheerfulness, and not an expression of “how happy but unfortunate we are.”

Let us engender the right spirit also amongst our employees. After all, piece and bonus work are only another interpretation of individual effort and private enterprise.

Again I would repeat—it is so important that the right emphasis is used. A foreman was asked how many men were working on one particular job and his reply was “not half.” Let us so encourage their spirit, that when next he is asked, he will reply “Not Half!!”

Let us brace our shoulders to the tasks ahead, and show the world that in spite of even Labour Government, Private Enterprise will lead this country back to its former position in this world.

The adoption of the report was moved by Mr. Carsberg, seconded by Miss Hotchkin and carried unanimously.

DENTAL LABORATORIES SECTION.

MR. S. G. KILLICK: During the year the Dental Section has increased its membership. We have had 18 new full members and 14 affiliated members, so our membership now stands at 196 full members and 41 affiliated members. We have created another provincial centre—in Croydon—so we now have six branches throughout the country, which we regard as good progress.

In view of the fact that we have these branches and are getting a number of applications for membership it was decided that before accepting any applicant he must be vetted by his nearest provincial branch. That is a necessary thing in order to confine the Association to bona fide laboratories and not to admit people who are not really proper members of the profession.

Another important matter this year has been our negotiations with the trade unions. As you know, we have a National Joint Council, half the membership of which is composed of trade unionists and half of employers, that is, we have one representative, the dentists have seven and the trade unions have eight.

The trade unions have applied for consolidation of the war bonus plus an increase in the rates of pay and I think the general opinion of the employers is that we cannot accept this claim in view of the appeal of the Prime Minister and others to call a halt to wage increases. We have explained that if there is an increase in wages it must come out of the pocket of the consumer. There is a lot of argument about that in trade union circles but everyone will agree that in the end there are no surplus profits from which the employer can pay increases in wages and they must be met by the consumer. The unions have also applied for an increase in wages for apprentices and the only valid argument they have brought up is that they have not applied for an increase for two years, so presumably we shall get this every two years, but there again, we take the view that as there has been an increase in apprentices' wages of 200% or 300% since pre-war, it is time we called a halt.

The trade unions have also put out a draft of a Bill for the registration of dental technicians. I do not know whether it will be a private member's bill or will go through some official channel. I do not think I need worry you with the details but it means that the industry will be a closed shop and if a dental technician is unfortunate enough not to have served an apprenticeship or alternatively not to have been a member of the trade union for two years he can no longer serve as a dental technician—he will be entirely excluded. So we have the job of either amending the Bill or producing something else in its place as it will act very unfairly against bona fide dental technicians if they are not in the good books of the trade unions. Some of our members have asked whether we can devise a Bill for dental laboratories. That is a very big job and not only is it a big job but it is difficult to make any progress at this particular time in view of the National Health Service Act. No one seems to know what our position will be under that Act. We are receiving many enquiries about it. Even the dentists, who are the prime movers in the dental service, do not seem to know. The whole thing is in a state of flux but at the same time these matters must be borne in mind and during the coming year something must be done to put the political situation right in our little section. The Section appointed a representative to the National Joint Council who unfortunately happens to be me, and I have found that I am right out of my depth in dealing with these political matters. When I first became Chairman of the Section I tried to do what I could

but it seems to me you have to be more than a craftsman or a business man—you have to be a solicitor and a politician to do the job on the National Joint Council. We have therefore suggested to the Main Committee that we employ as a Secretary some legal man and we have interviewed a Mr. Davis who took an active part in the formulation of the Dental Act of 1921. He served on the Negotiating Committee which dealt with this Act, and I hope we shall come to some arrangement whereby Mr. Davis or someone like him will represent the Dental Section on the Joint Council and make a good job of it.

There have been one or two other political aspects. There is a big move by another section of the industry. They have formed an association and are also pressing for legislation to alter the Dental Act so that dental technicians shall be empowered to take impressions. Under the Dental Act of 1921 they have never been allowed to do this work and we in the Association take the view that that is a job for the dentist and not the technician. We have dissociated ourselves from this body in the dental journals and have made it clear that the movement does not meet with our approval and we shall do everything we can to check it. There are certain irresponsible elements in our industry who voted for this change in the Act to make it possible for dental technicians to take impressions but they are mainly people who have been discharged from the Army and have no business interests beyond perhaps a small workshop.

There is one other matter I forgot to mention earlier. The trade unions have also reduced the working week. We had a 44-hour week, overtime to be paid after 46 hours. It has now been altered so we have a straightforward 44-hour week and overtime must be paid after 44 hours.

There is one little personal thing I would like to mention. I am leaving the Dental Industry and am therefore resigning from the position of Chairman of my Section. I would like to say now how much this Section has appreciated all the help which has been given by the Association and particularly by members of the Committee, the Chairman and others. It is now a number of years since I first became Chairman and I cannot imagine any other Association in which anyone could have been helped along so much as by my colleagues here. I hope I shall not lose touch entirely but shall be able to attend these meetings sometimes, even if only in an unofficial capacity.

The Chairman moved the adoption of the report and paid tribute to the many hours which Mr. Killick had devoted to the interests of the members of his Section. He had encountered many difficulties and while the Main Committee had been able to help, the work

had fallen on his particular shoulders. He was leaving the dental industry with a very clean record and he had worked up to the very last moment for everyone in his Section. He had been a wonderful example and in moving the adoption of the report he would like to propose a special vote of thanks to Mr. Killick.

Mr. Proudfoot, in seconding the vote of thanks, said it was only right to wish Mr. Killick every success and happiness in the new work he was taking up. If he put the same energy into it as he had into the Dental Section there was no doubt at all there was nothing but good luck in front of him.

The resolution was unanimously carried and Mr. Killick expressed his appreciation of the vote of thanks.

HYPODERMIC EQUIPMENT SECTION.

MR. S. J. EVERETT : Mr. Chairman, Ladies and Gentlemen : I am afraid I have to report a somewhat slack year in the work of the Hypodermic Equipment Section. Only one meeting has been held, at which little effective work could be done because it came amidst negotiations on the two main subjects concerning the Section, that is the question of standardisation and the disposal of surplus Government stocks. The meeting was primarily to obtain the views of the Section on what further action it was to take on both these subjects.

So far as Standardisation is concerned, after many months of discussion and negotiation with the various interests concerned, the B.S.I. have been able to publish the final standards on Hypodermic Syringes. The Standard No. 1263, 1946, was published at the beginning of this year and is now available to all members. In addition, the standardisation of hypodermic needles is progressing and the Committee M.6 is now working on the final draft for the standardisation of Insulin Syringes, after having received comment from all the interested parties on their draft memoranda (CJ (M) 1788).

So far as Surplus Government Equipment is concerned, negotiations with the Government broke down completely, largely because the hypodermic industry in this country is far from unified and considerable numbers of manufacturers who have sprung up in recent years belong to neither the S.I.M.A. nor the Federation.

Maybe you will be interested to note that at the present time there are approximately 64 manufacturers of hypodermic equipment in this country. Of these, approximately 10 only are members of the Hypodermic Equipment Section. Admittedly the most important producers are amongst the 10, none the less cumulatively those outside the organisation represent bulk production which we cannot afford to ignore.

On the other hand, we cannot invite them to membership, as the basic conditions governing membership of the S.I.M.A. would rule out most of them. I do not consider that is a bad thing, as I doubt whether many of them will survive the more competitive years which lie ahead of us, but I do stress the fact in order to give you some idea of the difficulties facing this section of the industry at the present time. Again, this leads to the inevitable thought that there appears in practice to be so little dividing the two official organisations representing the industry that it would appear highly desirable for the Main Committee to take some serious steps to implement the repeated demand of this Annual General Meeting that these two organisations should sink their differences and again become one.

One of the reasons for the limited amount of work which has been possible during the year under review, is that I have been much abroad and the secretary also has been out of the country for considerable periods at a time. During the next twelve months the same kind of thing is liable to happen and that is one of the reasons why I would like to see one strong organisation built up to represent our particular section of the industry and to enable people with more time available to take over office, at a time when it is all-important that the industry should act as a strong and unified body and watch events with great care from day to day.

The establishment of the new Health Scheme next year must inevitably lead to certain changes in buying and distribution, particularly as regards such general hospital supplies as hypodermic equipment. It is highly desirable that any such changes should be made in consultation with the industry and in the best interests of all concerned. This can only be done if we have able people, strongly supported, and in a position to speak for the industry.

The adoption of the report was moved by Mr. Carsberg, seconded by Mr. Froud and unanimously carried.

The Chairman said the Main Committee would welcome the adoption of Mr. Everett's suggestion that there should be one representative organisation in the industry.

RULES REVISION COMMITTEE.

MR. R. MORING : Mr. Chairman, Ladies and Gentlemen. There is no doubt that by this time you might have expected something really concrete to have been put before you with regard to the revision of the Articles and Rules, but as a member of the Main Committee said to me the other day, "It is very easy to get up at an Annual General Meeting and say, Let us have a revision of the Articles and Rules, but it is quite another matter to do the job." It just bristles with difficulties. We have been very active and I was

hoping that at this meeting we would have been able to put something really definite before you but we were unfortunate. We have now received the final draft of the Articles and Rules from the Solicitors, which I shall be placing before a meeting of the Rules Revision Committee in the course of the next week or so and in due course, probably within the next month, we shall be able to put that before the Main Committee. After that we should be able to put something very definite before you. It has been a formidable task and has proved a greater work than I ever thought it would be but you must realise that great works do take a long time.

A discussion ensued and members of the Rules Revision Committee explained that the delay in completing the new Rules and Articles was due mainly to legal difficulties and the fact that the Solicitors had been extremely slow owing to pressure of more urgent business. It was, however, hoped to finalise the work very shortly. Mr. Proudfoot said that the Main Committee were in full sympathy with the Rules Revision Committee and any modification, adjustment or alterations to the Rules or the Articles would be welcomed. Mr. Allan asked whether steps would be taken to put the recommendations before the Association at the earliest possible moment and the Chairman replied that when the recommendations were received they would be put before the members immediately.

The adoption of the report of the Rules Revision Committee was carried unanimously.

EXECUTIVE COMMITTEE.

In accordance with the Articles of Association, Dr. E. G. Greville and Mr. F. C. King retired from the Main Committee and offered themselves for re-election.

Mr. Lewis expressed regret that no additional names had been put forward by the members and referred to the vast amount of work carried out by the Main Committee. Mr. Moring considered that steps should be taken to reimburse members of the Committee for their out-of-pocket expenses and Mr. King said that he was now in a position to devote a substantial amount of time to the affairs of the Association. There were a number of important matters coming along which would involve a considerable amount of work by the Association and if it was desired he would be only too happy to be of any assistance in his power.

The Chairman paid tribute to the assistance which Dr. Greville and Mr. King had already given to the Association and pointed out that it was necessary to have men of experience in the industry on the Committee.

It was unanimously agreed that Dr. Greville and Mr. King be re-elected members of the Main Committee.

APPOINTMENT OF AUDITORS.

It was proposed by Mr. King, seconded by Mr. Everett and unanimously agreed that Messrs. McManis, Burgess & Co. be re-elected Auditors to the Association for the ensuing year.

BOOT AND SHOE REPAIRING WAGES COUNCIL.

MR. W. T. R. BECKETT : I do not want to inflict myself on you too long but I would like to preface my reports by thanking Mr. Drew very much for the remarks he has made concerning my work as Hon. Secretary of the Association for just on 20 years. As Mr. King has said I have never accepted any remuneration nor expected to get it. It has been a labour of love. I have made so many good friends, I have had such an enjoyable time all the years I have been connected with the Association, some 25 years altogether, that I look back on my association with the S.I.M.A. as one of the best periods of my life.

I notice in last year's Handbook I said that owing to the time which had elapsed since the meeting my reports were now out of date and it had therefore been decided not to print them. For two or three years I have spent a lot of time making out reports and when we have come to the meeting it has been so late that we have decided not to worry you with them and it has been decided merely to print them. Last year, however, the book was so long going to press that I suggested my reports should not be printed at all. This year, with your permission, I do not intend to keep you very long but just to make a few remarks on the chief things that have transpired during the year.

Once again I should like to thank my co-nominee from the Association on the Board, Mr. A. B. Ockendon, for the invaluable help he has given me. He is entirely a practical man and I am not, and his help has been most useful. He has devoted a considerable amount of time on the Board in the interests of all those who employ surgical boot makers and I am sure your thanks are due to him.

Since the last meeting we have had six meetings of the Board and on the 22nd November after much negotiation and a great deal of argument the time rates were increased by 5/6 a week with a corresponding advance to those under 21 and the normal week was reduced to 45 hours, overtime in excess of 45 hours to be paid at time and a quarter for the first three hours and time and a half thereafter and when a 5-day week was worked overtime rates were payable only after 10 hours had been worked. That decision was issued as D.89 and was effective from the 28th November, 1947.

On the 22nd April piece work rates were increased by 5%, that is 25% before and now amended to 30%, that is in D.91 of 20th June, 1947.

At the present moment there is a proposition before the Board which is not yet legal with regard to scope. They have agreed to bring under the scope of the Board a number of ancillary workers, such as people who put laces in boots, sell boots and do the clerical work in connection with it. They are going to be brought under the provisions of the Board. That will not affect our Association very much because although if we employ people in that connection they will have to be paid the Trade Board wages, we pay very much over those rates and we shall not be affected.

The other matter is the guaranteed week. That is not yet approved but the proposal is now before the Board and will be issued as a proposition. Under the guaranteed week the worker will have to be guaranteed payment of an amount of not less than 32 hours per week, calculated at normal minimum rates. The guaranteed week will be payable only if the worker has been capable of and available for work and willing to do such duties outside his normal occupation as the employer may require. When work is rendered impossible by reason of strikes, absence of supplies or other causes beyond the employer's control the employer may suspend operation of the guaranteed week. This question of a guaranteed week is coming into all labour negotiations generally and it is possible that sooner or later our Association will be faced with the position that we shall have to give our men a guaranteed week.

OPTICAL INSURANCE.

MR. W. T. R. BECKETT : With regard to the optical insurance the Optical Manufacturers' Mutual Insurance Association, on which I represent you, last year returned 40 per cent. on your adjusted premium total for the year, on the two years giving again a 40 per cent. return.

The Board took the opportunity of advising all the members with regard to the National Insurance Industries Injuries Act. It is important to all of you and not only affects those who are insured with the Optical Mutual. The Workmen's Compensation will be superseded by the Government insurance with effect from 5th July, 1948, but as far as the present private liability in respect of disability continues to be our responsibility the employers' liability at common law is not to be taken over by the Government and employers will continue liable. Under the Government proposals employers will no longer be able to insure at the favourable terms they have enjoyed hitherto and moreover they will have to insure separately for employers' liability. Claims under that heading have become increas-

ingly severe and it is thought that the terms of the new legislation will lead to a still greater increase which will have to be allowed for in premiums. The present provisional intention is that the current policy expiring on the 25th March next should be extended to cover the interim period and premium notices should be rendered to cover the whole period in one settlement. The position as to employers' liability thereafter will be decided upon and members advised at the earliest possible date. The position is a very serious one. At the moment we do not know how we stand but it is absolutely certain you will have to pay the ordinary Government Employers' Liability contribution which will absolve you from claims under Employers' Liability but you will be faced with actions at common law. The trade unions are bringing every case under common law at the moment and you will be faced with that extra liability in addition to ordinary Employers' Liability. It is a very important matter to us all. I anticipate our insurance premiums will be nearly double in forthcoming years.

NATIONAL UNION OF MANUFACTURERS.

MR. W. T. R. BECKETT : I do not think I can give you more than a few of the details of what has been done during the past year but the work that the Union has undertaken on behalf of manufacturers as a whole has been colossal. We have had interviews with all sorts of Government departments. As you know, legislation has had to be dealt with and what I am pleased to see is that the effect of the serious position has been fully realised by manufacturers generally. The National Union of Manufacturers have increased their membership since 1st January by over 500 members and at a meeting at which I was present the day before yesterday we had 96 new members for the month which only shows that manufacturers generally are beginning to realise they are bound to join an organisation of that sort to protect their interests.

What the Government do not seem to realise is this—Sir Stafford Cripps talks about the export drive but he thinks in terms of the big employers and forgets that 65% of the whole of the production of this country is in the hands of the small manufacturers. Many of these are not exporters at all but they are makers of components for the exporters. Take the case of ball bearings. The manufacturers of these articles do not export at all and yet the Government seem to forget all these ancillary operations which are essential to the export drive. They tell the small manufacturers : "You have to get rid of all your men and send them to the large firms." The Government do not seem to realise the very great importance of the small manufacturers of this country.

The matters that have been dealt with during the year are almost overwhelming, such as statistics of trade, census of production, electricity, iron and steel, transport; and with regard to transport, the N.U.M. were very successful because the Central Committee put up a strong case for freedom for C licence holders and the Ministry of Transport gave way on this point and C licence holders were exempt from the Bill. Other matters dealt with were Industrial organisation, the Companies Act, Town Planning, the Civil Service, British Industries Fair, in fact I could keep you here for half an hour telling you of the vast amount of work the N.U.M. has done in our interests. I would ask those who are not members of the N.U.M. to pay the small subscription they ask to help them in the very great work they are doing. You must remember this Association is a small organisation. Its representations to Government departments, though invaluable, cannot carry the weight that an amalgamation of employers can. It is essential in your own interests that they should watch every bit of legislation that is coming forward. I do not propose to keep you any longer although I could speak for the next hour and a half of the work that has been done on your behalf and the many hours the members of the Main Committee and those of the N.U.M. have put in on your behalf. They are all labours of love—they are all unpaid. We have worked morning, noon and night to protect the interests of manufacturers as a whole.

THE CHAIRMAN, in moving the adoption of the reports, said it was quite impossible for the individual manufacturer to carry on today unless he had some political backing. In the Association they left this to Mr. Beckett and it was very efficiently done. These matters were passed on to Mr. Beckett but without a successful solution to them the small firms would be in a bad way. Their interests must be looked after. It devolved first on the Main Committee and then on Mr. Beckett and he would like to thank him for the work he had done on the Administrative Committee of the N.U.M.

The reports were unanimously adopted.

OTHER BUSINESS.

In reply to a question from Mr. Chinn as to the rates of pay for trainees under the Government Scheme the Chairman replied that the Government had a scheme whereby a man could be apprenticed to any firm in which he could learn the industry and if application were made to the Association full details would be furnished. The Government paid a proportion of the wages while the man was being trained for a useful occupation.

Mr. Carsberg added that he had taken trainees independently of the Government scheme and thought it was only necessary to decide upon an equitable wage with the men. The trade union were, however, endeavouring to restrict trainees. The Chairman said that this matter had been taken up by the Main Committee and he thought the results had been satisfactory.

Mr. Allan said that as far as exports were concerned his Company would definitely have a much larger contribution to make next year. They had established a Company in America which should provide invisible exports to a reasonable extent and in addition they had very considerable exports to the other hard currency countries.

He referred to his visit to the Hanover Fair and said he agreed with the Chairman's remarks that whether German production proved formidable depended upon the value of the mark. At the Hanover Fair there were practically no surgical instruments apart from a few scalpels. A number of dental instruments were available for export and nothing else. Very little was likely to come from the British Zone for some time. The Russian Zone was producing both surgical and dental instruments but they were all going east. Czecho-Slovakia was producing a certain number, only a few of which were trickling west. He did not think German production was likely to prove a serious factor for 12 months and possibly longer and if an equitable rate of exchange was arranged it should be possible for British manufacturers to compete.

He would like to comment on Mr. Moring's remarks on the subject of education. The raising of the school-leaving age meant an additional period of education and the very essence of education was to teach people to think. If they were capable of thinking it would do no harm at all and might do a considerable amount of good. As far as Army Service was concerned it was an evil which they could not avoid. The period of service was gradually being reduced and would come down still further and he could not do more than endorse the Chairman's remark that they must try and make up for it.

His last comment was on the question of having one organisation to represent the industry. He did not agree with the suggestion that because the Hypodermic Equipment Section had raised the matter it had become their responsibility. It was one which concerned the whole industry and could only be resolved by an approach from the organisation as such and not a small section of it. The Federation consisted of a considerable number of hypodermic equipment manufacturers but there were also surgical instrument makers concerned in it but it was in any case a rival organisation

which broke the unity of the representations they could make on behalf of the industry. As far as he could see there was no fundamental difference between the two associations and with a degree of amity between the leaders of the Federation and their own Association he saw no reason why the suggestions which had been put to this meeting should not be put into direct action. He could, however, only formulate a request that the Committee should take action and report on it.

Mr. Doherty said he felt the main reason for the differences which had arisen and had led to the formation of the other organisation was disagreement with the Association's rules and a Committee had been formed to revise the rules because it had been appreciated that the industry suffered from the fact that there were two rival associations. He thought the first and foremost task was to get the rules revised and straightened out. When this was done they would find it far easier to negotiate with the Federation.

The Chairman said he understood from Mr. Moring that the work of the Rules Revision Committee would be finalised in a very short time and then they would be able to approach the Federation. The Main Committee were in favour of the industry speaking with one voice and would be pleased to share their burdens with other people. If the Federation would join the Association under the new rules they would welcome them.

A vote of thanks to the Chairman and the Main Committee was moved by Mr. Everett, seconded by Mr. Carsberg and carried unanimously.

The meeting then terminated.

The National Industrial Council for the Surgical Instrument and Appliance Industry.

DEFINITION OF FUNCTIONS.

1.—The consideration of the proposals for District Committees and Works Committees, having regard in each case to any such organizations as may already be in existence.

2.—Consideration of wages, hours and working conditions in the industry as a whole.

3.—The regularization of production and employment.

4.—The consideration of the existing machinery for settlement of differences between different parties and sections in the industry, and the establishment of machinery for this purpose where it does not already exist.

5.—The collection of statistics and information on matters appertaining to the industry.

6.—The encouragement of the study of processes and design and of research with a view to perfecting the products of the industry, and the promotion of a high standard of efficiency.

7.—Inquiries into special problems of the industry, including the comparative study of the organization and methods of the industry in this and other countries and, where desirable, the publication of reports.

8.—The improvement in conditions with a view to removing danger to health in the industry, and the provision of special treatment where necessary for workers in the industry.

9.—The supervision of entry into, and training for, the industry, and co-operation with the educational authorities in arranging education in all its branches for the industry.

10.—The issue to the Press of authoritative statements upon matters affecting the industry of general interest to the community.

11.—Representation of the needs and opinions of the industry to Government Departments and Local Authorities.

12.—The consideration of any other matters that may be referred to it by the Government or by any Government Department.

13.—The arrangement of lectures and the holding of conferences on subjects of general interest to the industry.

CONSTITUTION.

MEMBERSHIP.

1.—The Council shall consist of 16 members, appointed as to one half by the Association of Employers and as to the other half by Trade Unions. Representatives of any new organization associated with the industry and accepted by the Council shall be entitled to admission to the Council with the corresponding redistribution of the voting power.

2.—The representatives of the said Associations and Unions shall retire annually. Casual vacancies shall be filled by the Association concerned, which shall appoint a member to sit until the end of the current year.

COMMITTEES.

3.—The Council may appoint Committees as may be necessary.

CO-OPTED MEMBERS.

4.—The Council shall have the power of appointing on Committees or allowing Committees to co-opt such persons of special knowledge not being members of the Council, as may serve the special purposes of the Council.

Any appointed or co-opted member shall serve only in a consultative capacity.

OFFICERS.

5.—The Officers shall consist of a Chairman and a Deputy-Chairman for each side of the Council, a Treasurer and a Secretary, or Secretaries. The Council shall be empowered to maintain a Secretary or Secretaries and such clerical staff as it may think fit.

VOTING.

6.—The voting shall be by show of hands, or otherwise as the Council may determine.

No resolution shall be regarded as carried unless it has been approved by a majority of the members present on each side of the Council.

MEETINGS OF THE COUNCIL.

7.—The ordinary meetings of the Council shall be held as often as necessary and not less than once a quarter. The meeting in April shall be the Annual Meeting.

QUORUM.

8.—The quorum shall be four members on each side of the Council.

FINANCE.

9.—The expenses of the Council shall be met by the Associations and Trade Unions represented.

AMENDMENT OF CONSTITUTION.

10.—The Council shall have power to amend the constitution, but no change shall be made except at a meeting specially convened for the purpose.

At a meeting of the District Council on the 28th January, 1919, it was agreed that 47 working hours per week be the time recognised throughout the trade.

Agreement between The Surgical Instrument Manufacturers' Association (Incorporated) and The Amalgamated Engineering Union, to come into operation on and after 25th October, 1939.

1.—That all workers in the Industry, as specified in the Agreement of 23rd April, 1923, be granted one week's holiday with pay at the expiration of each year of continuous employment, pro rata to the time worked, payment to be based on the appropriate hourly time rate, but not exceeding the standard rate of 1/6d. per hour, and on the 47 hour week, as the standard agreement of 23rd April, 1923. As there are many holiday schemes in operation in the Industry, each firm to be at full liberty to make its own arrangements for carrying out this Agreement.

2.—All employers shall between 1st April and 30th November in each year (herein referred to as the "holiday season") allow a holiday to every worker in his employment who was, during the twelve months immediately preceding the commencement of the holiday season, in his employment for any of the periods specified below, and the duration of the worker's holiday shall be related to the period of his employment during that twelve month as follows:—

Period of Employment								Duration of Holiday
Exceeding 45 weeks	...	...	...	...	...	...	...	1 week
„ 36 weeks but not exceeding 45 weeks						...	...	5 days
„ 27 „ „ „ 36 „ „ „						...	...	4 days
„ 18 „ „ „ 27 „ „ „						...	...	3 days
„ 9 „ „ „ 18 „ „ „						...	...	2 days
At least 9 weeks	...	...	...	...	...	...	...	1 day

provided that the duration of a worker's holiday under this Agreement every twelve months shall not exceed the period of his normal working week (one day = $8\frac{1}{2}$ hours).

3.—*Statutory Holidays with Pay.* That the present Statutory Bank Holidays, i.e., Easter Monday, Whit Monday, the first Monday in August, the first week day after Christmas (Boxing Day), and also Good Friday and Christmas Day should same fall on a working day, should be paid for under the same conditions as holidays above. The Agreement with respect to these statutory holidays shall become valid after nine weeks of employment.

This Agreement does not apply to Scotland and Sheffield area.

(Signed) W. HOWELL, Divisional Organiser
Amalgamated Engineering Union.

„ H. GUY DREW, Chairman, S.I.M.A.

„ PERCY G. PHELPS, Vice-Chairman, S.I.M.A.

Note.—This agreement applies to all workers in the industry, including those categories of workers specifically excluded in the Agreement of 23rd April, 1923, as under:—

Automatic and Semi-Automatic Machine workers.

Stampers.

Drilling and Tapping Machine workers.

Strikers.

Truss Spring Makers.

Leather workers.

Surgical Appliance and Deformity Instrument Makers (outside the London area).

but does not apply to Scotland and Sheffield area.

AGREEMENT RE FORGERS' RATES OF PAY.

The introduction of machines and improved tools into the trade in the past few years has made it possible for the bench worker to increase his earnings.

The forger on the other hand still works in the same manner as he did years ago. Forging is hand work throughout and has not changed to any great extent since the beginning of the development of forging as a specialised branch of the trade.

The Association note the claim that the forgers (key men in the industry) have the hardest physical work and do not benefit by the improved tools and methods which have been of assistance to the fitter and polisher. The forgers were originally more highly paid than others in the industry and they now no longer hold that position.

Further it is pointed out that the prices for stainless steel forgings vary in different establishments.

It is obvious that the time has come to place this matter on a proper basis; therefore the Association agree to the claim for the following rates for forgers:

1400 list prices plus 200% for stainless steel.

1400 list prices plus 100% for carbon steel.

The S.I.M.A. note the Union statement that the above does not apply an automatic advance of all prices, that many prices have already been revised and this will be taken into computation whenever it is necessary to arrange new prices.

This Agreement to come into force the week ending 8th December, 1945.

Signed A.E.U.

H. T. NEWMAN.

A. J. FAUPEL.

Signed S.I.M.A.

H. GUY DREW.

PERCY G. PHELPS.

W. T. R. BECKETT.

28th November, 1945.

Agreement between The Surgical Instrument Manufacturers' Association (Incorporated) and The Amalgamated Engineering Union (Surgical Branch) to come into full operation on the first pay-day after 1st December, 1947.

In settlement of the claim by the Union upon the Employers, it is agreed:

That on and after the above date the normal working week shall be reduced to 44 hours, without any reduction in the weekly wage.

TIME WORKERS.

The minimum time rate for men of 23 years of age and over to 2/8 per hour.

PIECE WORKERS

Prices to be adjusted so that the average piece worker shall earn a minimum of 3/2½ per hour.

APPRENTICES AND LEARNERS.

Apprentices and learners up to the age of 23—

<i>Age</i>		<i>Hourly Rate</i>		<i>Weekly Rate</i>
16	...	10¾	...	£1 19 2½
17	...	1/0¼	...	£2 5 1
18	...	1/7¼	...	£3 10 7
19	...	1/9½	...	£3 18 5
20	...	1/11½	...	£4 6 3
21	...	2/3¾	...	£5 1 11
22	...	2/6	...	£5 9 9
23	...	2/8	...	£5 17 6

The above Agreement to be subject to the usual conditions as before, i.e., subject to review at the request of either party after twelve calendar months, subject to three months' notice.

This Agreement does not include Sheffield or Scotland.

Signed on behalf of

THE SURGICAL INSTRUMENT MANUFACTURERS'
ASSOCIATION (INCORPORATED),

H. GUY DREW
E. G. GREVILLE
F. C. KING

THE AMALGAMATED ENGINEERING UNION
(SURGICAL BRANCH),

E. J. TAYLOR (Divisional Organiser)
A. J. FAUPEL

24th November, 1947.

Agreement between The Surgical Instrument Manufacturers' Association (Incorporated) and The Amalgamated Engineering Union, Surgical Branch.

INCREASED ANNUAL HOLIDAYS WITH PAY.

It is agreed—

1. All workers in the industry to be granted two weeks' holiday with pay per annum, subject to the conditions outlined below.
2. Holiday payments to be calculated at the standard minimum hourly time rate for a normal working week ruling at the time the holiday is taken.

QUALIFYING SERVICE.

3. *First Year. Pro rata* to the time worked to the date of taking the holiday or in firms where a datum line has been established, the calculations based thereon to the datum line, due notice being given to the employee.
4. *Subsequent years.* Two standard working weeks' holiday per annum or if leaving employment, *pro rata* to the time worked from the end of the previous holiday or the datum line.
5. Firms deciding to close down for the two weeks' holiday shall be at liberty to do so subject to four full calendar months' notice to their staff. This does not preclude the employment during these two weeks of such members of the staff as the Management deem necessary for essential services. The purpose of the period of notice is to enable discussions to take place in a firm should this be desired but the decision of the Management is final.
6. The shortening of working hours and the expansion of the holiday period have been made solely with a view to the physical well-being of the employee. Therefore this holiday payment shall only be given to employees who work solely for the firm by whom they are normally employed. Acceptance of casual employment within the industry during the qualifying period and/or the holiday period debars the employee from any right to holiday pay.
7. This Agreement does not apply to Scotland and Sheffield.
8. The above cancels the previous Annual Holiday Agreements.

Signed on behalf of

THE SURGICAL INSTRUMENT MANUFACTURERS'
ASSOCIATION (INCORPORATED),

H. GUY DREW

F. C. KING

THE AMALGAMATED ENGINEERING UNION
(SURGICAL BRANCH),

E. J. TAYLOR

A. J. FAUPEL

Dated 1st May, 1948.

District Agreement between The National Union of Sheet Metal Workers and Braziers (Orthopædic Appliance and Artificial Limb Branch) and The Surgical Instrument Manufacturers' Association (Incorporated) (Orthopædic and Surgical Appliance Section).

ARTIFICIAL LIMB AND ORTHOPÆDIC APPLIANCE MAKERS.

1. **WORKING HOURS.** The normal working week shall be one of 44 hours worked within 5 or 5½ days from Monday to Saturday. Normal starting and finishing times shall be as arranged within each Works.
2. **WAGES.**

Grade A	...	...	...	3/8
Grade B	...	...	...	3/6½
Grade C Ancillary	...	...	...	3/2½
<i>Juniors</i>				
15 years	...	...	...	0/10
16 years	...	...	...	0/11½
17 years subject to 1 year's service				1/3
18 years subject to 2 years' service				1/8½
19 years subject to 3 years' service				2/1½
20 years subject to 4 years' service				2/5
21 years subject to not less than 5 years' service and being skilled at the work he is engaged upon	...	...	...	

Progress from 2/5 to basic rate of his department by one-third of the difference each four months.

The test of skill to be judged as between the Management and Trade Union Committees concerned, unless there is a special Committee appointed for this purpose. Service elsewhere of a similar nature to be regarded on the same basis as service with any Company in relation to pay.

Trainees (Over the age of 21 years.)

First two months	...	...	2/5
Second two months	...	...	2/7
Third two months	...	...	2/10

After the third period of two months advance to the rate of pay of Grade C.

Upgrading.

When an employee is upgraded he shall be advanced as to 1d. at the end of each month until he reaches the minimum rate of pay of the same grade to which he is upgraded.

Charge Hands.

Charge hands, when on an hourly basis, to be paid 2d. per hour above the basic minimum rate.

Differentials.

All existing differentials to be maintained.

Cost of Living Sliding Scale.

The wages set out herein are based upon the new Cost of Living Index Figure of 100 established at the 17th June, 1947.

Every 5 points rise in the Index Figure, calculated on the average of the preceding 12 weeks, will represent an increase of $\frac{1}{2}$ d. per hour. Any similar fall of 5 points will constitute a reduction of $\frac{1}{2}$ d. per hour, but will not affect the established basic rates in this Agreement.

3. OVERTIME. All time worked in excess of the number of hours constituting the normal day shall be overtime to be paid at the rate of—
First 2 hours time and one-third ;
Second 2 hours time and one-half ;

Thereafter double time until normal starting time next day.

Sundays and Bank Holidays, including Good Friday and Christmas Day, and all specially proclaimed holidays, double time.

4. STATUTORY HOLIDAYS. All workers shall be paid for all Statutory Holidays including any specially proclaimed holiday. A worker shall not be entitled to any public holiday pay in respect of a public holiday occurring within the first working week of his or her employment. A worker who fails to work the whole of his normal time on his working day immediately preceding and/or the whole of his normal time on his working day immediately following a public holiday shall not be entitled to any public holiday pay for that public holiday unless absent with permission of the employer or by reason of sickness for which medical certificate is produced, or any other cause beyond his control.
5. ANNUAL HOLIDAY. Annual holiday with pay based on a normal working week at the employee's hourly rate at the time of taking the holiday shall be granted at the rate of half-day for each month's service up to a maximum of one normal working week in each year, such holiday to be taken during the period May/October by arrangement with employers. In cases where an employer arranges to close down completely for one week, this week shall be considered to be the holiday period for the relative year.
6. HOLIDAY CREDITS. For the period covered by this Agreement there shall be credited to every manual worker in respect of holidays for each normal week's work performed a sum representing $\frac{1}{50}$ th of the standard day time rate.

If a worker has been employed by an employer for any period in respect of which he has not been allowed or become entitled to be allowed a holiday ceases to be employed and holiday remuneration is accrued due in respect of that period, such holiday remuneration shall become payable by that employer to the worker immediately on the termination of employment.

In respect of workpeople absent through sickness or accident, the appropriate holiday allowance shall be credited for working hours so lost for a period up to 6 weeks in any one year. These credits shall be payable to each employee at the recognised summer holiday period. All sickness and accident leave must be verified by a medical certificate. This Agreement shall become effective as from the first pay day in the

week commencing 8th March, 1948. It shall be valid until the 31st December, 1949, at the end of which time either side may give three months' notice of desire to terminate.

For and on behalf of

NATIONAL UNION OF SHEET METAL WORKERS
AND BRAZIER (Orthopædic Appliance and
Artificial Limb Branch),

H. BLACKBURN

For and on behalf of

THE SURGICAL INSTRUMENT MANUFACTURERS'
ASSOCIATION (INCORPORATED),

GEOFFREY A. ERNST

W. T. REGINALD BECKETT

8th March, 1948.

National Agreement between The National Union of Furniture Trade Operatives (Orthopædic Appliance and Artificial Limb Branch) and The Surgical Instrument Manufacturers' Association (Incorporated) (Orthopædic and Surgical Appliance Section).

ARTIFICIAL LIMB AND ORTHOPÆDIC APPLIANCE MAKERS.

1. WORKING HOURS. The normal working week shall be one of 44 hours to be worked within 5 or 5½ days from Monday to Saturday. Normal starting and finishing times shall be as arranged within each Works.

2. WAGES.

Grade 1 (exceptionally high skill)	3/9
Grade A (highly skilled) ...	3/8
Grade B	3/5½
Grade C	3/2½
<i>Juniors</i>	
15 years	0/10
16 years	0/11½
17 years subject to 1 year's service	1/3
18 years subject to 2 years' service	1/8½
19 years subject to 3 years' service	2/1½
20 years subject to 4 years' service	2/5
21 years subject to not less than 5 years' service and being skilled at the work he is engaged upon	

Progress from 2/5 to basic rate of his department by one-third of the difference each four months.

The test of skill to be judged as between the Management and Trade Union Committees concerned, unless there is a special Committee appointed for this purpose. Service elsewhere of a similar nature to be regarded on the same basis as service with any company in relation to pay.

Trainees (over the age of 21 years).

First two months	...	...	2/5
Second two months	...	...	2/7
Third two months	...	...	2/10½

After the third period of two months advance to the rate of pay of Grade C.

Upgrading.

When an employee is upgraded he shall be advanced as to 1d. at the end of each month until he reaches the minimum rate of pay of the same grade to which he is upgraded.

Charge Hands.

Charge hands, when on an hourly basis, to be paid 2d. per hour above the basic minimum rate.

Differentials.

All existing differentials to be maintained.

Cost of Living Sliding Scale.

The wages set out herein are based upon the new Cost of living Index Figure of 100 established at the 17th June, 1947.

Every 5 points rise in the Index Figure, calculated on the average of the preceding 12 weeks, will represent an increase of ½d. per hour. Any similar fall of 5 points will constitute a reduction of ½d. per hour, but will not affect the established basic rates in this agreement.

3. **OVERTIME.** All time worked in excess of the number of hours constituting the normal day shall be overtime to be paid at the rate of:—

First two hours time and one-third ;
Second two hours time and one-half ;

Thereafter double time until normal starting time next day.
Sundays and Bank Holidays, including Good Friday and Christmas Day and all specially proclaimed holidays, double time.

4. **STATUTORY HOLIDAYS.** All workers shall be paid for all Statutory Holidays including any specially proclaimed holiday. A worker shall not be entitled to any public holiday pay in respect of a public holiday occurring within the first working week of his or her employment. A worker who fails to work the whole of his normal time on his working day immediately preceding and/or the whole of his normal time on his working day immediately following a public holiday shall not be entitled to any public holiday pay for that public holiday unless absent with permission of the employer or by reason of sickness for which medical certificate is produced, or any other cause beyond his control.
5. **ANNUAL HOLIDAY.** Annual holiday with pay based on a normal working week at the employee's hourly rate at the time of taking the holiday shall be granted at the rate of half-day for each month's service up to a maximum of one normal working week in each year, such holiday to be taken during the period May/October by arrangement with employers. In cases where an employer arranges to close down completely for one week, this week shall be considered to be the holiday period for the relative year.

6. **HOLIDAY CREDITS.** For the period covered by this Agreement there shall be credited to every manual worker in respect of holidays for each normal week's work performed a sum representing 1/50th of the standard day time rate.

If a worker has been employed by an employer for any period in respect of which he has not been allowed or become entitled to be allowed a holiday ceases to be employed and holiday remuneration is accrued due in respect of that period, such holiday remuneration shall become payable by that employer to the worker immediately on the termination of employment.

In respect of workpeople absent through sickness or accident, the appropriate holiday allowance shall be credited for working hours so lost for a period up to six weeks in any one year. These credits shall be payable to each employee at the recognised summer holiday period. All sickness and accident leave must be verified by a medical certificate. This Agreement shall become effective as from the first pay day in the week commencing 8th March, 1948. It shall be valid until the 31st December, 1949, at the end of which time either side may give three months' notice of desire to terminate.

For and on behalf of
NATIONAL UNION OF FURNITURE TRADE
OPERATIVES
(Orthopædic Appliance and Artificial
Limb Branch).

B. H. ROCKMAN.

For and on behalf of
SURGICAL INSTRUMENT MANUFACTURERS'
ASSOCIATION (INC.)
(Orthopædic and Surgical Appliance
Section).

GEOFFREY A. ERNST.

W. T. REGINALD BECKETT.

5th March, 1948.

VOCATIONAL TRAINING SCHEME

For the Surgical Instrument Making Industry

1. Discussions have taken place between the Ministry of Labour and National Service, the Surgical Instrument Manufacturers' Association, and the Amalgamated Engineering Union for training adult new entrants for the Surgical Instrument Making Industry under the provisions of the Government's Vocational Training Scheme. A scheme of training has been agreed of which details are given below.

2. TRAINING OCCUPATION :

The scheme has been designed to produce Journeymen craftsmen in the following occupations:—

Hand Forger,
Surgical Instrument Makers.

Steel Section:

Edge Worker, Bow Worker, Blunt Worker, Spring Worker.

Soft Metal Section:

Retractor Worker, Tube Worker, Silver Worker, Polisher.

3. RECRUITMENT AND STANDARDS OF SUITABILITY :

Training will be provided for able-bodied and disabled men. Hand Forgers should not suffer from any respiratory, skin, or eye trouble, and should have good eyesight, preferably without glasses; be of medium height, robust, able to do all work standing; have full use of both hands, and be of average intelligence. All types of Surgical Instrument Makers should have good eyesight with or without glasses; able to work standing; have full use of both hands, and be of average intelligence. Polishers should not suffer from any respiratory, skin, or eye trouble, and should have good eyesight—preferably without glasses; be of medium height, robust, and able to do work standing; have full use of both hands, and be of average intelligence.

4. TRAINING ARRANGEMENTS :

(a) *Period and Nature of Training:*

Training will be given in an approved employer's establishment for 18 months.

The standard of training to be given will be in accordance with the agreed syllabus, a copy of which is attached.

(b) *Financial Arrangements:*

Government Training allowances will be paid to trainees during the first 26 weeks of training, and the employers will make refunds to the Ministry on the following scales:—

Weeks 1 to 8	...	...	...	...	Nil.
Weeks 9 to 13	...	...	...	...	30/- per week.
Weeks 14 to 26	...	...	...	...	55/- per week.

For the remaining 52 weeks the arrangements are as follows:—

Weeks 27 to 43—the trainee will receive wages of 85% of the minimum rate of £5 17s. 6d. = £5 0s. 0d.

Weeks 44 to 60—the trainee will receive wages of 90% of the minimum rate of £5 17s. 6d. = £5 5s. d.

Weeks 61 to 78—the trainee will receive wages of 95% of the minimum rate of £5 17s. 6d. = £5 10s. 0d.

The minimum rate of wages will be paid after completion of training.

5. NUMBERS TO BE TRAINED :

The number of men to be trained, as at present agreed, is 50 in the London district, but this will be subject to review in the light of opportunities for employment in the Industry, after consultation between the Ministry and both sides of the Industry.

6. PLACING IN EMPLOYMENT :

Employers giving training under the scheme will undertake to retain the trainees in their employment for not less than 12 months after completion of the training period of 18 months, unless this is not reasonable or practicable in the individual case.

7. CONSULTATION WITH INDUSTRY :

The scheme will be the subject of periodic consultation by the Department with the Committee, so that adjustments may be made to keep abreast of changes in the needs of the Industry.

MINISTRY OF LABOUR AND NATIONAL SERVICE
TRAINING DEPARTMENT

Outline Syllabus of Training for Hand Forgers,

Surgical Instrument Making Industry

Practical Work.

Elementary shaping, shouldering, drawing and spreading.

Elementary forming, cutting off and upsetting.

Continued practice in above and elementary work in bending, flattening, hook and eye bending, forming and twisting.

Practice in shouldering, drawing, swaging, collar forming, spreading and punching, boss forming, offsetting and jogging.

Practice in forging simple shapes of instruments to pattern or drawing, and leading to more difficult and intricate work.

Bow forging.

Hardening and tempering tools for own use.

Boss and sinker making.

Heat treatment of forgings and springs, where necessary.

Explanatory Talks.

Elementary theory of forging.

The forger's tools, their uses and care required.

Estimation of stock required for forging operations, and allowances for losses and/or gains in length during working.

Elements of metallurgy: Iron, Sources of supply, refining processes, properties of wrought iron and mild steel, leading to properties of carbon steels and alloy steels, with particular reference to stainless steels.

Heating for forging, correct temperature for various materials, judging temperatures by colours.

Carbon steel used for surgical instrument making, its properties, forging methods, temperatures, etc.

Stainless steel used for surgical instrument making, its properties, forging methods, temperatures, etc.

Heat treatment of steels: normalising; annealing; hardening; tempering; case-hardening.

Limitations of smith's hearth for heat treatment, and alternative types of plant used, including controlled atmosphere furnaces for preventing the formation of scale and of decarburisation, and the use of salt baths.

MINISTRY OF LABOUR AND NATIONAL SERVICE

TRAINING DEPARTMENT

Outline Syllabus of Training for Surgical Instrument Polishers

Practical Work.

Simple work involving the preparation of the tools, and simple polishing work, leading to the polishing of simple type instruments.

Elementary work on soft metal polishing, *e.g.*, brass and aluminium, leading by progressive stages to the most complicated types of soft metal work.

More advanced work on the simpler types of instrument, but with progressively higher grades of finish.

Continued work introducing bow work, spring forceps, surgical scissors, etc.

Continued practice on all types of work to enable the trainee to combine speed with accuracy, and with bias towards any particular type of work on which trainee will eventually be employed, or for which he shows special aptitude.

Explanatory Talks.

The method of obtaining high polish by progressive use of finer abrasive.

Rough grinding for cleaning up of castings and/or forgings, using natural and artificial stones, *e.g.*, sandstone, emery, silicon carbide, and aluminium oxide.

Explanation of terms used, *i.e.*, grinding, bobbing, mopping or brushing, finishing.

Use and preparation of materials, and dressing of tools used for polishing.

Rough and fine bobbing, with leather and felt bobs, and the various abrasives used.

"Flickering."

Making and shaping special tools for special work.

The necessity for maintaining the shape and form of the instrument as produced by the instrument maker, and blending the polishing work done by the instrument maker into the work to be done by the polisher, without altering the shape of the instrument.

Note.—All of the above work is not necessarily appropriate to any specific factory, and discretion is therefore allowed to any Company giving training to omit items inappropriate to their line of production and to insert alternative items where necessary to cover their specialised work. It is to be remembered that the aim of training is to give the trainees the highest degree of skill and technical knowledge possible within a limited period, and provided this aim is being maintained in the factory where training is being given, considerable latitude may be given in the details of the syllabus of training.

JANUARY,

1947.

MINISTRY OF LABOUR AND NATIONAL SERVICE

TRAINING DEPARTMENT

Outline Syllabus of Training for Surgical Instrument Makers (Steel Workers)

Practical Work.

Cutting off with hacksaw, filing flat and to specific dimensions.

Obtaining accurate fit between two parts by filing, leading to work on screw joints.

Drilling and tapping.

Simple milling and turning.

Free-hand grinding, and form profiling.

Combination of filing and free-hand grinding to specified shape and size, either from a sample or to dimensions. of instrument.

Filing and/or milling of matching serrations and catches.

Light forging and cold setting work (*e.g.*, bending of instruments to any required curvatures.)

Edge work, *i.e.*, grinding and lapping of all sharp surgical instruments.

Hardening and tempering.

Polishing.

Any other work peculiar to any specific establishment or type of instrument

Explanatory Talks.

Use and care of the tools of the trade: Files, Hacksaws, Drills, Taps, Blow-pipe, etc.

Use and care of machine tools, *i.e.*, Drills, Lathes and Milling Machines, and safety precautions and guards, etc.

Materials used, their properties and methods of working:

Steel, mild and carbon.

Stainless steel of Austenitic, Martensitic and Ferritic types.

Chromium and other metals used for plating.

Heat treatment of the various metals, and the effects of different treatments on the various metals.

Heat treatment for springs.

Determination of correct heat treatment by physical scales:

Brinell, Rockwell, Vickers, Izod.

General description of the surgical instruments made by the employer, their purposes briefly explained, and any special points requiring special care, etc., during manufacture.

Any other informative talks as appropriate to any particular establishment or range of instruments.

Note.—Due to the very varied nature of this industry, all of the above work is not necessarily appropriate to any specific sub-group of Surgical Instrument Makers, or to every factory, and discretion is therefore allowed to any Company giving training to omit items inappropriate to their line of production and to insert alternative items where necessary to cover their specialised work. It is to be remembered that the aim of training is to give the trainees the highest degree of skill and technical knowledge possible within a limited period, and provided this aim is being maintained in the factory where training is being given, considerable latitude may be given in the details of the syllabus of training.

JANUARY,
1947.

MINISTRY OF LABOUR AND NATIONAL SERVICE
TRAINING DEPARTMENT

Outline Syllabus of Training for Surgical Instrument Makers
(Soft Metal Workers)

Practical Work.

Cutting off with hacksaw, filing flat and to specific dimensions.
Drilling and tapping.
Simple milling, turning and brass finishing.
Soft, hard and silver soldering, brazing and welding.
Polishing.
Lapping of syringe tubes and plungers, and other special work on syringe manufacture.
Making and fitting of cocks and taps.
Any other work peculiar to any specific establishment or type of instrument.

Explanatory Talks.

Use and care of the tools of the trade: Files, Hacksaws, Drills, Taps, Blow-pipe, etc.
Use and care of machine tools, *e.g.*, Drills, Lathes, Milling machines, and safety precautions and guards, etc.
Materials used, their properties, and methods of working:
Copper and copper base alloys, Aluminium and its alloys, Silver,
Soft and hard (silver) solder, brazing spelter, and fluxes,
Chromium and other metals used for plating.
Heat treatment of the various metals, and the effects of different treatments on the various metals.
Soft, hard (silver) soldering and brazing; need for and properties of various fluxes.
Acetylene and electric (arc and spot) welding.
Air and liquid pressure testing and its application to testing of syringes, cocks, etc.
General description of the surgical instruments made by the employer, their purposes briefly explained, and any special points requiring special care, etc., during manufacture.
Any other informative talks as appropriate to any particular establishment or range of instruments.

Note.—Due to the very varied nature of this industry, all of the above work is not necessarily appropriate to any specific sub-group of Surgical Instrument Makers or to every factory, and discretion is therefore allowed to any Company giving training to omit items inappropriate to their line of production and to insert alternative items where necessary to cover their specialised work. It is to be remembered that the aim of training is to give the trainees the highest degree of skill and technical knowledge possible within a limited period, and provided this aim is being maintained in the factory where training is being given, considerable latitude may be given in the details of the syllabus of training.

JANUARY,
1947.

Memorandum of Agreement between The Surgical Instrument Manufacturers' Association and The Transport & General Workers' Union.

Employment of Women in the Surgical Instrument Industry.

Datal Rates.

MINIMUM RATES.

<i>Age</i>	<i>Base Rate.</i>			<i>National Bonus</i>			<i>Total per 47 hours.</i>		
	£	s.	d.	£	s.	d.	£	s.	d.
14	10	0		8	0		18	0	
15	11	8		9	0		1	0	8
16	13	4		13	0		1	6	4
17	14	8		16	0		1	10	8
18	19	0		1	3	6	2	2	6
19	1	1	0	1	4	0	2	5	0
20	1	3	0	1	4	6	2	7	6
21 and over ...	1	5	0	1	5	0	2	10	0

(b) Juniors entering the industry at an age beyond 14 years, shall for a training period of six months, be paid at the rate for the preceding year, after which the appropriate rate for the age of the worker operates.

(c) PAYMENT BY RESULTS (Piece Work)

All piecework prices are set to yield not less than 25% on base rates (plus bonus) i.e. age 21, £2 16s. 3d. per 47 hours.

(d) OVERTIME CONDITIONS.

The standard working week is 47 hours worked on five or five-and-a-half days. Time-and-a-third is paid for the first two hours each day and time-and-a-half thereafter. All hours midnight Saturday to midnight Sunday, double time.

(e) HOLIDAYS WITH PAY.

Payment for holidays is on the following basis:—

An employer shall between the first of April and 30th November, in each year, allow a holiday to each worker as specified below:—

<i>Period of Employment</i>						<i>Duration of Holiday</i>			
Exceeding 45 weeks	...	...	...	...	...	...	...	1	week
" 36	"	but not exceeding 45 weeks	...	...	...	...	...	5	days
" 27	"	" "	"	36	"	...	...	4	days
" 18	"	" "	"	27	"	...	...	3	days
" 9	"	" "	"	18	"	...	...	2	days
At least 9	"	...	...	...	...	...	...	1	day

provided that the duration of a worker's holiday under this Agreement every twelve months, shall not exceed the period of her normal working week. (1 day = 8½ hours.)

(f) STATUTORY HOLIDAYS WITH PAY.

That the present Statutory Bank Holidays, i.e. Easter Monday, Whit Monday, the first Monday in August, the first week day after Christmas (Boxing Day) and also Good Friday and Christmas Day should same fall on a working day, shall be paid for under the same conditions as holidays above. The Statutory Holidays shall become valid after nine weeks of employment.

This Memorandum of Agreement to operate as from the first pay day in the week commencing 17th May, 1943.

For and on behalf of:

THE TRANSPORT & GENERAL WORKERS' UNION.

(Signed) GEORGE BROWN,
District Officer.

For and on behalf of:

THE SURGICAL INSTRUMENT MANUFACTURERS'
ASSOCIATION (INC.)

(Signed) H. GUY DREW, F.I.B.S.T.,
PERCY G. PHELPS.
W. T. REGINALD BECKETT.

Note.—The above Agreement does not apply to Sheffield.

The following datal rates should now be operated in place of those printed in the above Agreement:

Age.	Basic Rate.			National Bonus.			Total per 47 hours.		
	£	s.	d.	£	s.	d.	£	s.	d.
14	...	...	14 0	...	8 6	...	1 2 6		
15	...	...	15 8	...	10 9	...	1 6 5		
16	...	...	1 0 4	...	13 6	...	1 13 10		
17	...	...	1 2 8	...	17 9	...	2 0 5		
18	...	...	1 11 0	...	1 5 6	...	2 16 6		
19	...	...	1 13 0	...	1 5 6	...	2 18 6		
20	...	...	1 15 0	...	1 5 6	...	3 0 6		
21	...	...	1 17 0	...	1 5 6	...	3 2 6		

Memorandum of Agreement between the Surgical Instrument Manufacturers' Association and The National Union of General and Municipal Workers.

Employment of Women in the Surgical Appliance Industry.

Datal Rates.

(a)

Age.	Basic Rate.			National Bonus.			Total per 47 hours.		
	£	s.	d.	£	s.	d.	£	s.	d.
14	...	...	10 0	...	8 0	...	18 0		
15	...	...	11 8	...	9 0	...	1 0 8		
16	...	...	13 4	...	13 0	...	1 6 4		
17	...	...	14 8	...	16 0	...	1 10 8		
18	...	...	19 0	...	1 3 6	...	2 2 6		
19	...	...	1 1 0	...	1 4 0	...	2 5 0		
20	...	...	1 3 0	...	1 4 6	...	2 7 6		
21 and over	...	...	1 5 0	...	1 5 0	...	2 10 0		

(b) Juniors entering the industry at an age beyond 14 years, shall for a training period of six months, be paid at the rate for the preceding year, after which the appropriate rate for the age of the worker operates.

(c) PAYMENT BY RESULTS (Piece Work).

All piecework prices, and bonus are set to yield not less than 25% on datal rates.

(d) OVERTIME CONDITIONS.

The standard working week is 47 hours worked on five or five-and-a-half days. Time-and-a-third is paid for the first two hours each day and time-and-a-half thereafter. All hours midnight Saturday to midnight Sunday, double time.

(e) HOLIDAYS WITH PAY.

Payment for holidays is on the following basis:—

An employer shall between the first of April and 30th November, in each year, allow a holiday to each worker as specified below:—

Period of Employment						Duration of Holiday		
Exceeding 45 weeks	...	...	...	...	...	...	...	1 week
„ 36	„	but not exceeding 45 weeks	...	...	...	...	...	5 days
„ 27	„	„ „ „ 36	„	...	...	...	...	4 days
„ 18	„	„ „ „ 27	„	...	...	...	...	3 days
„ 9	„	„ „ „ 18	„	...	...	...	...	2 days
At least 9	„	...	...	...	...	...	...	1 day

provided that the duration of a worker's holiday under this Agreement every twelve months, shall not exceed the period of her normal working week.

(f) STATUTORY HOLIDAYS WITH PAY.

That the present Statutory Bank Holidays, i.e., Easter Monday, Whit-Monday, the first Monday in August, the first week-day after Christmas (Boxing Day) and also Good Friday and Christmas Day should same fall on a working day, shall be paid for under the same conditions as holidays above. The Statutory Holidays shall become valid after nine weeks of employment.

This Memorandum of Agreement to operate as from the 13th February, 1943.

For and behalf of:

THE SURGICAL INSTRUMENT MANUFACTURERS' ASSOCIATION.

(Signed) H. GUY DREW, *Chairman.*

PERCY G. PHELPS, *Vice-Chairman.*

W. T. R. BECKETT, *Secretary.*

For and behalf of:

THE NATIONAL UNION OF GENERAL AND MUNICIPAL WORKERS.

(Signed) WILLIAM COOKE.

The following datal rates should now be operated in place of those printed in the above Agreement.

Age.	Basic Rate.				National Bonus.			Total per 47 hours.		
	£	s.	d.		£	s.	d.	£	s.	d.
14	...	...	14 0	...	8	6	...	1	2	6
15	...	...	15 8	...	10	9	...	1	6	5
16	...	...	1 0 4	...	13	6	...	1	13	10
17	...	...	1 2 8	...	17	9	...	2	0	5
18	...	...	1 11 0	...	1	5 6	...	2	16	6
19	...	...	1 13 0	...	1	5 6	...	2	18	6
20	...	...	1 15 0	...	1	5 6	...	3	0	6
21	...	...	1 17 0	...	1	5 6	...	3	2	6

Part II—Clauses 1-7 of

Memorandum of Agreement between The British Dental Association, the Incorporated Dental Society and the Public Dental Service Association on the one hand and the Associated Dental Mechanics Section of the National Union of Distributive and Allied Workers and the Society of Goldsmiths, Jewellers and Kindred Trades on the other hand.

Applicable to Professional Dental Laboratories as from the first pay day in January, 1943.

Wages and Conditions.

(1) (a) The following minimum scales of wages shall be operative for all apprentices:—

1st year	...	10/- per week	4th year	...	27/6 per week
2nd „	...	15/- „ „	5th „	...	35/- „ „
3rd „	...	20/- „ „			

(b) After completion of five years' apprenticeship, Mechanics shall be paid at the minimum rate of £3 10s. 0d. per week.

NOTES: (i) An adult worker who has not served an apprenticeship may be employed at £3 per week.

(ii) For the purposes of this agreement and as an interim measure pending the full re-establishment of the apprenticeship system it is agreed that a mechanic who has served five consecutive years of training at his craft but without receiving indentures, shall be deemed to fulfil the conditions of apprenticeship and to be entitled to a basic wage of £3 10s. 0d. per week.

(2) WAR BONUS.—All wages in operation at 1st October, 1940, shall as from the effective date of this agreement be augmented by the following amounts as war bonus but in no case shall the wages paid as from the effective date of this agreement be less than the minima set out above, together with the appropriate war bonus.

	Per week		Per week
Under 18 years	... 7/6	25 to 29 inclusive	... 15/-
18 to 20 inclusive	... 10/-	30 years and over	... 20/-
21 to 24	... 12/6		

(3) HOURS OF LABOUR.—Normally the working week shall be one of 44 hours.

(4) OVERTIME.—To become operative after 46 hours have been worked in any one week and to be paid at the rate of time-and-a-quarter. All time worked on Sundays and Bank or Statutory holidays shall be paid at double-time rate.

(5) **HOLIDAYS WITH PAY.**—All employees shall, after twelve months' service, receive at least twelve days' annual holiday in addition to six Bank or Statutory holidays per year.

(6) **WAGES DURING SICKNESS.**—After six months' continuous service mechanics shall be entitled to sick leave on the following basis, viz.:—Two weeks on full pay and four weeks on half pay (six weeks in all) in any one year.

In the event of prolonged illness entailing more than six weeks' sick leave the mechanic shall be entitled to further sick leave on half pay, the period for which such additional sick leave is payable being calculated as follows:—

From the total sick leave to which the employee has been entitled during the preceding three years (or since the commencement of employment, whichever is the less) shall be deducted the total of all periods of sick leave taken during those years. The expended balance so calculated shall be the further period for which wages at half rate shall be paid.

(7) **NON-PREJUDICE CLAUSE.**—Any employee, who, at the effective date of this agreement, was receiving higher wages and/or better conditions of labour than are embodied in this agreement, shall continue to receive such higher wages and/or better conditions.

NATIONAL JOINT COUNCIL FOR DENTAL TECHNICIANS. Wages for Dental Technicians.

1. *Grade 3:* The workroom hand who has never completed an Apprenticeship or whose ability is strictly limited either by experience or training—£3/10/0 per week.

Grade 2: The all round dental technician who has completed five years' apprenticeship or who is able to undertake the ordinary processes in dental laboratory without supervision—£5/0/0 per week.

Grade 1: The dental technician who, in addition to being a good all round craftsman, is specialised in and is able to carry out crown and bridge technique of an advanced nature, advanced orthodontic work or surgical appliances or advanced ceramics—£6/10/0 per week.

2. All the above wage rates will be subject to the £1 war bonus at present operating.

3. *Ability Clause—*

It is intended that an employee shall be paid a wage commensurate with his ability and experience. The basic wage payable under the three grades shall therefore constitute a minimum wage only.

It is recommended that where a dental technician has administrative responsibility in a laboratory he shall have special recognition in addition to the wages received as a craftsman.

4. *Date of operation:* It is recommended that the above Agreement shall come into operation on the first pay day after 6th August, 1945.

WAGES FOR APPRENTICES.

			<i>Basic</i>		<i>War Bonus</i>		<i>Total</i>
1st year	...	...	15/0d.	...	7/6d.	...	22/6d.
2nd year	...	...	20/0d.	...	7/6d.	...	27/6d.
3rd year	...	...	27/6d.	...	7/6d.	...	35/0d.
4th year	...	...	37/6d.	...	10/0d.	...	47/6d.
5th year	...	...	50/0d.	...	10/0d.	...	60/0d.

AMENDED OVERTIME CLAUSE TO TAKE EFFECT AS FROM 16th OCTOBER, 1947.

“Overtime to become operative after 44 hours have been worked in any one week and to be paid at the rate of time-and-a-quarter. All time worked on Sundays and Bank or Statutory Holidays shall be paid at double time rates.”

REVISED WAGES AS FROM 31st MAY, 1948.

DENTAL TECHNICIANS.

Grade I.	Consolidated minimum wage	...	...	£8	0	0	per week
Grade II.	„	„	„	£6	10	0	„ „
Grade III.	„	„	„	£5	0	0	„ „

APPRENTICES.

CONSOLIDATED RATES.

1st year	...	...	25/6d.	per week
2nd	„	...	30/0d.	„ „
3rd	„	...	37/6d.	„ „
4th	„	...	52/6d.	„ „
5th	„	...	65/0d.	„ „

SURGICAL INSTRUMENT MANUFACTURERS' ASSOCIATION (INCORPORATED)

6, Holborn Viaduct, London, E.C.1.

INCOME AND EXPENDITURE ACCOUNT FROM 1st JULY, 1946, to 30th JUNE, 1947.

	£	s.	d.		£	s.	d.
To Affiliation Fees	...	...	...	By Subscriptions Received	...	847	18 6
" Rent	...	...	...	" Arrears	...	13	13 0
" Clerical Assistance	...	...	...	" Receipts for Electros	...	3	19 0
" Printing and Stationery	...	...	...	" Receipts for Circulars	...	2	3 9
" Postages	...	...	...	" Clerical Assistance	...	6	2 9
" Meetings and Travelling Expenses	...	...	...	" Post Office Deposit Account:	...	38	0 0
" Dental Laboratories	...	...	...	Interest half-year to	...	14	11 9
" Presentation to Mr. P. G. Phelps	...	...	...	30.12.46	...	16	15 10
" General Expenses	...	...	...	Interest half-year to	...	31	7 7
" British Industries Fair	...	...	...	30.6.47	...		
" Cleaning and Heating	...	...	...				
" Auditors' Fee	...	...	...				
" Income Tax	...	...	...				
" Cost of Luncheons	...	...	...				
" Depreciation—Office Furniture	...	...	...				
" Excess of Income over Expenditure	...	...	...				

£937 1 10

£937 1 10

SURGICAL INSTRUMENT MANUFACTURERS' ASSOCIATION (INCORPORATED)

6, Holborn Viaduct, London, E.C.1.

BALANCE SHEET at 30th JUNE, 1947.

<i>Liabilities.</i>			<i>Assets.</i>		
£	s.	d.	£	s.	d.
Accumulated Fund, 30.6.46 ...	1,667	12 3½	Investment, Post Office Deposit Account, 30.6.46 ...	1,182	0 8
Add Excess of Income over Expenditure, 30.6.47 ...	56	14 7½	Addition thereto ...	350	0 0
		1,724 6 11			
Accrued Expenses ...		2 2 0	Accrued Interest to 30.6.47 ...	1,532	0 8
				31	7 7
			Office Furniture, 30.6.46 ...	18	0 0
			Less Depreciation ...	1	0 0
			Due from I.B.S.T. ...		17 0 0
			Petty Cash in Hand ...		23 0 0
			Cash at Bank ...		13 8
					122 7 0
					£1,726 8 11

AUDITORS' REPORT TO THE MEMBERS OF THE SURGICAL INSTRUMENT MANUFACTURERS' ASSN. (Inc.)

We report that we have audited the Books of the Surgical Instrument Manufacturers' Association (Incorporated) and have obtained all the information and explanations we have required. In our opinion, the Balance Sheet is properly drawn up and exhibits a true and correct view of the Association's affairs as shown by the Books at 30th June, 1947.

(Signed) McMANIS, BURGESS & CO., *Certified Accountants,*

Chartered Secretaries.

Dated this 27th day of September, 1947.

.....

- * Dental Laboratories.

- Eschmann Bros., & Walsh, Ltd.,
 Evans, A., & Sons.
 Evans, A. E., & Son.
 Everett, S. & R. J., & Co., Ltd.
 Farmer, Ernest, Ltd.
 Farmer, F., Ltd.
 *Featherstone, H.
 *Fettes, W. L.
 *Finchley Dental Laboratories.
 Fininley.
 *Fitzpatrick, Andrew J.
 *Fletcher, Frank L.
 *Fletcher, N. D.
 *Foale's Dental Laboratory.
 *Ford, H. W.
 *Fordham & Emmett.
 Franklin, J. G., & Sons, Ltd.
 Frantz, P.
 Frith Brothers.
 Froud, F., & Sons, Ltd.
 Fuller, W. G., & Co., Ltd.
 *Gane's Dental Laboratories.
 Gardner Company (London), Ltd.
 Gardner, James.
 *Gates, W. H.
 General Surgical Co., Ltd.
 Gill (George), & Sons
 (Sheffield), Ltd.
 Gillingham, J., & Son.
 Gimber, W., & Sons, Ltd.
 *Gordon Dental Laboratory.
 *Grace, Roland E.
 Gray, J., & Son.
 *Gregory, H. A.
 Grossmith, W. R., Ltd.
 Gubbins, W.
 *Guildhall Dental Laboratory.
 *Halliwell, F.
 Hanger, J. E., & Co., Ltd.
 *Hargreaves, W.
 *Harmac Bros.
 *Harmson, R. Spencer.
 *Harnden, J. B.
 Harris, Philip, & Co. (1913), Ltd.
 *Hatherill, G. M.
 Hawkins, A. L., & Co., Ltd.
 Hawksley & Sons, Ltd.
 *Heather, Leslie G.
 Hega Products, Ltd.
 Hentsch, F. W.
 *Herga Dental Laboratory.
 Heward, R. H., Co.
 *Higham, L., & Co.
 *Hildreth, W.
 Hill, W., & Co.
 Hilliard, F. G.
 Hilliard, W. B., & Sons.
- *Hills, Ernest A.
 Hodges & Co.
 Holland, T., & Son. Ltd.
 *Holmes, R. B.
 *Horsfield, W. J.
 Howard, R. E.
 Howard, R., & Son.
 *Hubbard, J. W.
 *Humphreys, H.
 *Hutchings, H. W.
 *James Dental Laboratory.
 *Jay's Laboratories.
 Jefferson & Son.
 Jessop, H., & Son (Burnley), Ltd.
 Johnson Matthey & Co. Ltd.
 Keeler, Charles.
 Kenney Limb & Surgical Co., Ltd.
 Kent, H.
 *Kenyon, W. G.
 Kerr, Andrew T.
 King, A. Charles, Ltd.
 *Kingston Dental Laboratory.
 Kitchen, R.
 *Lamb, Peter.
 Lambert, A., & Co.
 *Lambert, L. H.
 *Last, C. Gordon.
 *Lees, A.
 *Leigh & Wheeler.
 *Lewis, A. E.
 Lewis Brothers.
 Lilleyman (T. G.), & Son, Ltd.
 *Lindum Dental Laboratory.
 Lindseys (Southsea), Ltd.
 *Long & Holder.
 *London Steel Dental Laboratory.
 Longdon & Co., Ltd.
 *Lucas, H. F.
 *Macara, Robert.
 *McCann, James.
 *MacLeod and Berwick.
 *McGoldrick, F. O.
 *Malins, Templar, Ltd.
 Malletts (Surgical Instruments),
 Ltd.
 *Mann, Cecil R.
 Marshall, John A.
 *Marshall, R. R.
 *Martin, F.
 *Martin, Frank E.
 *Martin, R. L.
 Mascall, G. S., Son & Co.
 Masters, M., & Sons, Ltd.
 Maw, S., Son & Sons, Ltd.
 *Maxwell & Hawkes.

* Dental Laboratories.

*Mayo, S.
 Medical & Industrial Equipment,
 Ltd.
 Medical Pneumatics, Ltd.
 Medical Supply Association, Ltd.
 *Merrifield, A. E.
 Merson, G. F., Ltd.
 *Metrodent, Ltd.
 *Meyer, Miss E. I.
 Middleton, H.
 Milward, Henry, & Sons
 *Minerva Dental Laboratories.
 *Mitchell, D.
 Mitchell, F. T., & Son.
 *Montgomerie's Dental
 Laboratories.
 Moring, H., & Sons.
 Morrall, Abel, Ltd.
 Moseley Centrifuge &
 Engineering Co.
 *Moss, Sidney.
 *Murray's Dental Laboratory
 Navalkar, V. N.
 *Naylor's Dental Laboratory.
 *Neads, Harold.
 Neville, H., & Co.
 *Newman, S. W.
 *Newton, H.
 *North East London Dental
 Laboratory
 *Nowers, H. J.
 Ockendon, A. B., Ltd.
 *O'Hara, C.
 Oldfield, J. & R., Ltd.
 *O'Shea, H. J.
 *Orton, Christopher.
 *Ovenall, R. W.
 *Palfery, Edgar J.
 *Palmer, G. W.
 Paterson, J. B.
 *Paul, George.
 Peacock, J. C.
 *Peake, S. W.'s Dental Laboratory.
 Pearce, Allen, Ltd.
 *Peare, F. M.
 *Pearn, W. R.
 *Pearson, F.
 *Philpot, E. J.
 Platts, George, & Son, Ltd.
 Poole, G.
 *Potts, J. W.
 *Powell, C. J.
 Prince & Fletcher.
 *Prosthetic Dental Co.
 *Queen's Park Dental
 Laboratories.

Rampling, S.
 Reed, E., & Sons, Ltd.
 *Reed, H. F.
 *Regent Dental Mechanics, Ltd.
 Rein, F. Chas., & Son.
 *Riles, Stephen M.
 Ritchie, George B., & Co. Ltd.
 *Robinson, F. W.
 *Rohan, S.
 *Rollin, C. G.
 Rolph & Hancock.
 *Rothwell, F. E.
 *Royston & McIlrath.
 *Ruffell, C. J.
 *Ryan, C. W.
 Sadler & Deslandes.
 Salmon, Charles, & Sons, Ltd.
 Salmon Ody, Ltd.
 Salt & Son, Ltd.
 Sanders, J. A.
 *Sanders, Wm. G.
 *Savage, R. B.
 Scotland, R. G., & Co., Ltd.
 *Sealby, J. & C.
 Searle, A. & Co.
 Selby, T., & Son, Ltd.
 *Shanks, David.
 *Shaw, H. D.
 *Shaw, W. M.
 Sheffield Blanks, Ltd.
 Sherborne, T., & Co. Ltd.
 Sherwood, E. S.
 Shrimpton, E., & Fletcher.
 *Simkins, E.
 *Simmons, G. W.
 *Simpson, J. H. C.
 Skidmore & Co., Ltd.
 *Skinner, Bros.
 Slater & Co.
 *Sleights Dental Laboratories.
 *Slott, H. M.
 Smith, H. G.
 Smith, T., & Co.
 Smithers, E. W., Ltd.
 *Snow Hill Dental Laboratories.
 Sobel, R., & Son.
 Spence, J. H., & Co., Ltd.
 Spencer, Philip, & Sons, Ltd.
 Spicer, T. H., & Son.
 *Spreadbury, A. G.
 Stacey, C.
 *Stebbing, R. E. V.
 Steeper, Hugh, Ltd.
 *Stimpson, A. D., Dental
 Laboratory.
 Stubbs, James & Sons.
 *Sturman, John J.

* Dental Laboratories.

Surgical Truss & Belt Co., Ltd.
 Suter, A. F.
 *Sutton Dental Laboratory
 Swann, W. R., & Co., Ltd.
 *Symons, Sibson & Co.
 Tait, Miss E.
 Taylor, G., & Son.
 Taylor & Higgins, Ltd.
 *Taylor & Palmer.
 Taylor, R.
 Technical Lights & Equipment,
 Ltd.
 Templeman & Son, Ltd.
 Thackray, C. F., Ltd.
 Thirsk, Thomas.
 *Thomas, C. Trevor.
 *Thomas, W. L.
 *Thomson, Alex. A.
 *Thomson, James P.
 *Thornton Dental Laboratories.
 *Tilbury, L. H.
 *Treseder, P. V.
 Turton, G., & Sons.
 *Universal Dental Laboratory.
 *Valentine, L. E.
 Vann Bros., Ltd.
 Vizard, Arthur, Ltd.
 *Waldby, S. W.
 *Walker, Sidney.
 *Watson, A. E.

Webb, Miss I.
 Weiss, J., & Son, Ltd.
 *Weller, G. E. S.
 *Wells Dental Laboratories.
 *West End (Glasgow) Dental
 Laboratory.
 *West Surrey Dental Laboratory,
 Ltd.
 *West Sussex Dental Laboratory.
 *West, W. A.
 *Westminster Dental Laboratory.
 *Wilbey Bros.
 Wilkinson, H., & Co., Ltd.
 Willen Bros., Ltd.
 *Williams, C. D.
 *Williams, Herbert, & Co.
 *Williams, L. Herbert.
 *Williamson, Thomas.
 Willis, S. R., & Sons.
 *Willson Dental Laboratories.
 *Winn, R. J.
 *Withington Dental
 Laboratory Ltd.
 Woods, S. W., & Son.
 *Woolfall, C.
 Woolley, James, Son & Co., Ltd.
 Wright, George, & Sons.
 Wybrow, F. W.
 *Yeo, Francis.
 *Yeovil Dental Laboratory.
 *Young, H. W.

AFFILIATED MEMBERS.

Benton Bros., Ltd.
 Brown Bayleys Steel Works, Ltd.
 Ever-Ready Co. (Gt. Britain), Ltd.
 Firth-Vickers Stainless Steels,
 Ltd.
 Harrison Bros., & Howson.
 Huntsman, B., Ltd.
 Ingram, J. G., & Son, Ltd.
 Lockett, J., & Co.
 Nesbit, Evans & Co., Ltd.

Oakey, John, & Sons, Ltd.
 Rayner and Keeler, Ltd.
 (Incorporating A. G. Phillips).
 Short & Mason, Ltd.
 Tubular Holloware Co., Ltd.
 Warne, Wm., & Co., Ltd.
 Webb, Wm. A., Ltd.
 Whitfields Bedsteads, Ltd.
 Wilkinson, P., & Sons.

DENTAL LABORATORIES SECTION.

AFFILIATED MEMBERS.

Alexander, Wm. D.
 Artes, E. A.
 Beauchamp, D. M.
 Bentley, C. R. E.
 Burnley Dental Laboratories, Ltd.
 Byrnes, A. J.
 Cheeseborough, G. A.

Currie, C. H.
 Dental Laboratories, Torquay.
 Ditchburn, W. G.
 Dodson, P. G.
 Ferris & Davies.
 Flitcroft, Edward.
 Fountain, J. S., & Co.
 Frost, L. A. C.

DENTAL LABORATORIES SECTION—*continued*

Gough, William.
Greyfriars Dental Laboratory.
Guild of Prosthetics.

H. & M. Dental Laboratories.
Hammond & Davies.
Hawthorn, H. R.
Hayes, J. H.
Haynes & Wood.
Hippisley-Cox, Cyril.
Hyde Dental Laboratory.

Kealty, Leslie J.
Kensington Dental Laboratory.
Kinnear, William.

Mayall, Walter.
Mitchell, F.
Moore, J. A.
Murray, W. T.

O'Hara, Ltd.

Peacock's Dental Laboratory.
Pearne, F. E.
Pears & Bell, Ltd.
Pearson, Wallace.
Phillimore, C. B.
Prime, R.

Robertson, W. W.
Ryalls, W. A.

Singer, C. R.
Sheffield Dental Laboratory.
South Essex Dental Laboratories.
Spackman, E. S.

Tek Hai Dental Laboratory.
Toft, Wm. Vincent, & Sons.

Waverley Laboratories.
Weil & Stevenson.
Whitton, G. S.
Whitty, E. B.
Whyte, James.

SURGICAL INSTRUMENT MANUFACTURERS' ASSOCIATION (Incorporated).

RULES.

1.—That the Association be called “The Surgical Instrument Manufacturers Association.”

2.—That the objects of the Association are to promote good feeling between Employers and Employed, and to further and protect the interests of the British Surgical Instrument Trade, which is deemed to include Surgical Instruments and Appliances.

3.—That the Association shall consist of a Main Section and Sections specialising in particular branches of the trade.

4.—That only actual manufacturers of Surgical Instruments, whose business consists in supplying direct to Public Institutions and the Medical Profession, be eligible for membership of the Main Section.

5.—That only actual manufacturers of Surgical Appliances, whose business consists of supplying direct to Public Institutions and the Medical Profession, and also to patients, shall be eligible for membership of the Orthopædic and Surgical Appliance Section.

6.—That the Association be free from time to time to form other Sections whose business is on similar lines to those specified in Rules 3, 4 and 5.

7.—That the affairs of the Association be managed by a Committee of not less than six members elected at the Annual General Meeting, only members of the Main Section paying the maximum subscription being eligible.

7a.—As a wartime measure the Main Committee meets co-jointly with the Chairmen of the Section.

8.—That the Officers of the Association shall consist of Chairman, Vice-Chairman, Hon. Treasurer, Hon. Secretary and Finance Committee Member who shall be elected by the Main Committee and shall be *ex-officio* members of all Committees.

9.—That the Annual Subscription payable by Members be fixed as follows:—

<i>All Sections</i>				<i>Per annum</i>		
Firms with over 100 employees	...	...	...	£16	16	0
„ „ 50 to 100	„	...	...	12	12	0
„ „ 25 to 49	„	...	...	9	9	0
„ „ 10 to 24	„	...	...	7	7	0
„ „ 5 to 9	„	...	...	3	3	0
„ „ less than 5	„	...	...	1	11	6
Affiliated members	...	...	...	1	1	0

10.—That a Member's subscription shall date from the 1st January, 1st April, 1st July, or 1st October preceding his election.

11.—That no Member shall be entitled to vote at any meeting unless his subscription be paid for the current year.

12.—That an ordinary General Meeting of the Association be held once in every year.

13.—That the Committee may, whenever they think fit, convene an extraordinary General Meeting, and shall, at any time, on the request of not less than 10 (ten) Members of the Association forthwith proceed to convene an Extraordinary Meeting in the manner prescribed by the Articles of Association.

14.—That Meetings of the Association shall be presided over by the Chairman, or by the Vice-Chairman, or by the Treasurer, or in their absence by any Member elected by the Members present; and the Chairman of the day shall have an original vote and also a casting vote.

15.—That Meetings of the Main Committee shall be held on Wednesdays at 2.30 p.m., and terminate at 4 p.m., or as occasion demands.

16.—That at all Committee Meetings three of the members entitled to attend shall form a quorum.

17.—That the several Partners or accredited representatives of any one Firm or Company be permitted to attend any Meetings that the said Firm or Company would be entitled to attend and to speak on any subject, but each subscription entitles only to a single vote.

18.—It shall be the duty of the Secretary to keep Minutes of all Meetings of the Main Committee, to circulate them amongst Members of the Committee, and to send out notices of Meetings to all Members entitled to attend at least two days in advance.

19.—That new Members having been proposed and seconded at one Meeting, may be elected at the following Meeting by a majority of Members present.

20.—That Members having been elected shall be entitled to a Certificate of Membership, such Certificate to remain the property of the Association, and to be returned immediately recipient ceases membership.

21.—That Members having been elected may attach themselves to any Section with the consent of its Members, but failing to join any special Section remain Members of the Association, with power to vote at all General Meetings.

22.—That all Officers and Members of Committees must be British born and subjects of the British Empire.

23.—That Members do their utmost to support British manufacturers, giving preference to their fellow members.

24.—That in view of the fact that the privileges of British citizenship are enjoyed under the laws of the country by all naturalized British subjects, such be admitted as Members of this Association, provided that they undertake to abide by its Rules and Articles of Association, but shall not be eligible as Officers, either of the Main or other Sections.

25.—That firms or companies be admitted to membership provided that at least 75 per cent. of their capital be the property of British subjects, but their representatives shall not be eligible as Officers of the Main or any other Sections unless their capital be entirely British.

26.—That Members of the Association undertake to pay the rates of wages agreed upon by their representatives and to abide by any agreement entered into on their behalf.

27.—That it having been agreed that the businesses of Members of this Association are in many respects conducted on independent lines, and that it is desirable to encourage rather than destroy this individuality, any decision likely to affect the whole of any one Section or the whole trade must secure the sanction of the Members affected.

28.—That any Resolution passed by the Main Committee or by a Sectional Meeting, the subject of which has appeared on the Agenda, shall be deemed to have received sanction if it is passed by a two-thirds majority of the Members present at such Meeting, subject to the proviso that a copy of the Resolution be forwarded within seven days to each Member affected thereby, and that any Member not having been present may then protest by handing in within seven days a request for a Special Meeting to reconsider the subject.

29.—That if at a Special Meeting called under Rule 28, the said Resolution be confirmed by a two-thirds majority of Members present it shall be considered binding.

30.—That no Resolution passed by the Main Section affecting any other Section shall be binding unless agreed to by that Section.

31.—That when the Main Committee propose to discuss any matter affecting other Sections, representatives of those Sections be invited to attend.

32.—That in all such cases the following procedure shall be adopted: the Main Committee shall invite the Officers of the Section or Sections affected to attend a Meeting of the Main Committee, and any Resolution passed at such a Joint Meeting shall be subject to confirmation by a two-thirds majority of the Members of the Section or Sections affected, or a Joint Meeting of the whole of the Members affected may be called, in which case a separate vote shall be taken in each Section and a two-thirds majority in each Section shall rule.

33.—That in like manner when any section other than the Main Section shall bring forward any proposal likely to affect any other Section, it shall inform the Main Committee and arrange a Joint Meeting to discuss the subject when the procedure shall be as laid down in Rule 32.

34.—That a Joint Committee of Sections consisting of the Officers of the Main Committee and of each Section shall meet at least once in each year, and shall include in its functions, the organisation of the Annual Meeting.

35.—That Sections appoint their own officers and form their own Rules applicable to their own Sections, which shall be in keeping with those adopted by the Main Association.

36.—That all Members of the Association work in loyal co-operation with one another. That Members of the Sections give preference of their work to Members of the Main Section, and in like manner members of the Main Section give them loyal support and preference.

37.—That any inducement offered by an Employer to an Employee of another firm to leave his Employment be deemed an infringement of Rule 37.

38.—That a two-thirds majority of Members present at a Meeting of the Main Committee may by Resolution expel any Member whose conduct, in their opinion is detrimental to the interests of or renders him unfit to be a Member of the Association. Any such person shall from the passing of such Resolution, subject to the procedure laid down in Rules 32 and 33, cease to be a Member of the Association.

39.—A Member must give written notice to the Secretary one calendar month before the expiration of his subscription year of his wish to resign otherwise he will be liable for the ensuing year's subscription.

40.—That any Member not having paid his subscription within three months of the date due without giving a satisfactory explanation, ceases to be a member of the Association.

41.—That one-third or nearest number of Members of the Main Committee retire at the Annual Meeting, but may offer themselves for re-election. That Members of the Committees of other Sections for the ensuing year shall be elected at the next meeting of their respective Sections, the retiring Members holding office meanwhile.

42.—That Members unable to attend the elections in person may record their votes in writing; such votes must be in the hands of the Secretary at least one hour before the time of the Meeting.

43.—That firms or companies not engaged entirely in the Surgical Instrument, Orthopædic and Surgical Appliance Industry but manufacturing articles appertaining to the trade, be accepted as affiliated Members (subject to usual method of election), but shall not possess voting privileges.

44.—Any firm applying for membership of the Association must satisfy the Association that they have been actual manufacturers for at least five years of the surgical instruments and/or appliances, etc., etc., made by the members of the particular section of the Association which they are making application to join.

45.—That any doubt or difficulty which may arise in the interpretation of these Rules shall be referred to the Main Committee, whose ruling shall be final.

EXPENSES.

Any expenditure required must be passed by the Finance Committee before being incurred.

Orthopædic and Surgical Appliance Fitters and Dealers Section

RULES.

That only dealers who supply surgical appliances (of recognized efficiency) to patients are eligible for membership of the Sub-Section.

Applicants for membership must comply with the following conditions:—

- (1) The principals of the firm and/or those of their employees who fit surgical appliances must have received instruction and have had not less than five years' practical experience in the art of measuring and fitting surgical appliances.
- (2) The efficiency and standing of the applicant shall be vouched for by any recognized medical organization in the area where the firm operates.
- (3) The applicant will undertake to conform to the Code, and approves the policy of the Surgical Instrument Manufacturers' Association, *i.e.*, the encouragement and protection of British Industry, and does not belong to any Association opposed to this policy.

CODE.

A surgical technician is one who, in conjunction with the surgical and medical profession, designs and produces the tools, instruments and appliances required by them in their profession, and for the use of their patients. When supplying appliances, his position is one of direct collaboration with the profession from whom the technician will receive instructions as to what is required for the benefit of the patient.

The technician must at no time assume the status of one having surgical or medical knowledge, and it therefore follows he must not advertise he is in a position to cure any human failing or physical ill.

It is especially forbidden that the technician should in any way proclaim or let it be understood he can cure failings such as Deafness, Hernia, Blindness, Paralysis, etc., or any ailments in connection with the sexual system.

His constant endeavour must be to use his experience, skill and mechanical knowledge in the construction and application of appliances for the relief of human ailments and suffering in collaboration with the surgical and medical profession. In all cases, when supplying a new appliance, he should have the direct order from, or the subsequent approval of, the patient's medical attendant, institution or society. The responsibility of informing that medical attendant, institution or society will rest with the surgical technician.

The Approved List of The National Institute for the Deaf.
Surgical Appliance Items Exempt from Purchase Tax.

The following information regarding the liability to Purchase Tax of certain articles modifies that already given in Notice No. 78.

Surgical Goods: The following articles may now be delivered free of tax provided they are supplied to the specific order of a qualified medical practitioner by reference to the needs of a particular patient:—

Surgical footwear.

Belts designed solely for use in cases of movable or floating kidney or colostomy.

Belts designed solely for use in cases of the following conditions:—

Abdominal diseases: Severe enteroptosis; severe gastroptosis; severe visceroptosis; severe diverticulosis; hernia.

Diseases and injuries of the spine: Actinomycosis; arthritis deformans; dislocation of the spine; carcinoma of the spine; fibrocystic disease of the spine; fracture of spine; fracture-dislocation of spine; osteochondritis juvenilis dorsi; osteomalacia; osteomyelitis of spine; sacro-iliac disease; spondylitis; tuberculosis of spine.

Deformities of the spine: Kyphosis; lordosis; scoliosis; spondylolisthesis.

Diseases of the nervous system: Cerebral diplegia; muscular atrophy; muscular dystrophy; paralysis of abdominal muscles; paralysis of spinal muscles; spinal neurosis.

Belts fitted with surgical pads or fitted with, or with provision for, surgical cups, chutes, discs or plates for post-operative wear, and belts (whether or not so fitted) specially designed to protect a recent abdominal incision.

Breast supports specially designed for use in cases of acute mastitis, chronic mastitis, Paget's disease, amputation of the breast.

Skull caps with surgical pads or plates.

Surgical gloves specially designed to be worn by persons with mutilated hands.

The effect of these decisions is to substitute the above list of goods for those specified in paragraph 9, sub-paragraph (c) on page 6 of Notice No. 78. The remainder of the paragraph is unaffected.

Coupon Values of Surgical Footwear.

Men ...	...	...	...	...	...	4½	coupons per pair
Women	...	...	...	...	...	3½	„ „ „

Dental Laboratories Section.

RULES.

That only Dental Laboratories who shall have been approved by the Main Committee of the Association and the Dental Laboratories Committee are eligible for membership of the Section.

Applicants for membership must comply with the following conditions :—

1. They must neither be practising Dentistry within the meaning of the Dentists Act 1921 nor engaged in any form of Dental Service direct to the public at the date of making application for membership.
2. Their laboratory must have been in existence for a period of not less than 5 years and their efficiency and standing must be vouched for by two members of the Section.
3. They will undertake to conform to the Code and approve the policy of the Surgical Instrument Manufacturers' Association, *i.e.*, the encouragement and protection of British Industry, and do not belong to any Association opposed to this policy and are bound by the general rules of the Association.
4. Members of this Section are those who undertake work from registered dental practitioners, public dental clinics on a full time capacity but are not employed by them either for whole or part time. They are recognised as mechanics to the dental profession working in their own laboratories. Employees of a dental laboratory are not eligible except in the case of a limited company, the company may be a member and appoint one director not being a registered dentist as their representative.

NOTE.—Applicants whose laboratories have been established less than 5 years may apply for affiliated membership of the Dental Laboratories Section, without voting powers, at a subscription of 1 guinea per annum, until such time as they become eligible for full membership.

DENTAL LABORATORIES SECTION

Election of Officers and Committee

The Dental Laboratories Section of the S.I.M.A. be managed by a Committee to be elected as follows :—

Six members to be elected at the General Meeting, also a certain number of members to represent regional associations accepted by the Dental Laboratories Section. These other members representing the regional associations will generally be the Chairmen of the regional associations or other nominees of those associations, and their number will vary from time to time.

The subscription of members of the Dental Laboratories Section shall be raised to an amount to be decided annually in accordance with the expenses incurred.

The membership of a regional association shall be approximately twenty, the Chairman of which would automatically be a member of the Main Committee of the Section, but the Committee shall have power to nominate any regional Association with a sufficient number of members to be represented by its Chairman or other nominee who will vary from time to time in accordance with the situation.

The Committee will elect an executive committee if they consider that the above arrangements result in a committee of unwieldy size.

The Chairman and Officers of the Dental Laboratories Section shall be elected annually by the Committee.

A member of the Committee must employ a minimum of three employees.

Hypodermic Equipment Section.

CONDITIONS OF MEMBERSHIP.

1. The applicants must be *bona fide* manufacturers of Hypodermic Equipment, having not less than five years' experience in such manufacture.
2. The efficiency and standing of the applicants must be vouched for by two members of the Section.
3. The applicants must undertake to conform to the Code and approve the policy of the Surgical Instrument Manufacturers' Association, *i.e.* the encouragement and protection of British industry; not to belong to any Association opposed to this policy; and to be bound by the general rules of the Association.

RECOMMENDED MINIMUM SCHEDULE OF DENTAL LABORATORY CHARGES FOR VULCANITE AND ACRYLIC WORK.

Teeth No. of	Set up	Waxing up and Finishing without materials	Waxing up and Finishing inclusive of acrylic material but exclusive of teeth	Complete case inclusive of acrylic material but exclusive of teeth	Complete case inclusive of acrylic material and teeth
1	4/-	16/3	17/-	21/-	21/7
2	5/-	17/9	18/6	23/6	24/8
3	6/-	19/-	19/9	26/3	27/9
4	7/-	20/3	22/-	29/-	30/10
5	8/-	21/6	23/-	31/-	33/11
6	9/-	22/9	24/6	33/6	37/-
7	10/-	24/-	26/6	36/6	40/1
8	11/-	25/3	27/9	38/9	43/2
9—14	12/-	26/6	29/-	41/-	46/3

Facing upper or lower ...	...	...	...	...	...	...	21/-
Relining ...	...	...	...	...	...	...	22/6
Repairing simple fracture	...	...	...	...	...	...	8/6
Refixing—First Tooth ...	...	...	...	...	...	...	7/6
Additional teeth each (Plus extra for supplying teeth.)	...	...	...	...	...	...	2/-
Adding—First Tooth ...	...	...	...	...	...	...	8/-
Additional teeth each...	...	...	...	...	...	...	2/-

RECOMMENDED MINIMUM SCHEDULE OF LABORATORY CHARGES FOR ACRYLIC TEETH, CROWNS AND INLAYS.

Direct Inlays ...	...	...	...	...	...	...	8/6
Indirect Inlays	...	...	...	...	...	...	12/6
Occlusal	}	...	...	...	...	...	17/6
M.O.D.							
Labio-Lingual							
Tip Inlays ...	...	...	...	...	...	...	22/6
Pin Inlays	...	...	...	...	...	...	27/7
Acrylic Crowns ...	...	...	...	...	...	...	30/-
Pivot Crowns ...	...	...	...	...	...	...	22/6
Acrylic Teeth to Specification—1st Tooth ...	...	...	...	...	...	...	10/6
After that, each	...	...	...	...	...	...	4/3

SURGICAL INSTRUMENT MANUFACTURERS' ASSOCIATION (INCORPORATED).

DENTAL LABORATORIES SECTION.

Recommended Minimum Schedule of Laboratory Charges for Gold Work.

							£	s.	d.
Skeleton Gold Upper	...	...	...	...	...	...	3	3	0
Complete Upper	...	...	...	...	...	...	2	4	0
Complete Lower	...	...	...	...	...	...	2	0	0
Simple Plate (one or two teeth)	...	...	...	...	...	...	1	9	0
Gold Crown (cap and collar)	...	...	...	...	...	...	1	2	6
Richmond Pivot	...	...	...	...	...	...	1	10	6
Inlays (Direct)	...	...	...	...	...	...		8	0
Inlays (Indirect)	...	...	...	...	...	...		14	0
Bridges (per unit)	...	...	...	...	...	...	1	4	6
Each tooth soldered	...	...	...	...	...	...		11	6

Excluding Gold.

17th June, 1947.

Standard Catheter Gauge.

The English Catheter Gauge is established throughout the English-speaking world. This gauge appears to have been gradually built up in the early days of the last century, starting with one size (No. 8); smaller and larger sizes have been added from time to time.

In the course of time the gauges in use became worn and there was no standard for remedying the variations between those of various makers.

The Association has now adopted a standard gauge which shows very little deviation from the original, and which possesses the advantage of having a definite even gradation between the sizes and also a definite relation to the French gauges.

The scale of sizes runs from No. 00 to No. 30 with a uniform gradation of 0.5 mm. diam. between each size, thus covering all the usual sizes for urethral, rectal and œsophageal instruments, etc.

Scale of Sizes.

No.	No.
00 = 0.5 mm. diam.	15 = 8.5 mm. diam
0 = 1.0 mm. „	16 = 9.0 mm. „
1 = 1.5 mm. „	17 = 9.5 mm. „
2 = 2.0 mm. „	18 = 10.0 mm. „
3 = 2.5 mm. „	19 = 10.5 mm. „
4 = 3.0 mm. „	20 = 11.0 mm. „
5 = 3.5 mm. „	21 = 11.5 mm. „
6 = 4.0 mm. „	22 = 12.0 mm. „
7 = 4.5 mm. „	23 = 12.5 mm. „
8 = 5.0 mm. „	24 = 13.0 mm. „
9 = 5.5 mm. „	25 = 13.5 mm. „
10 = 6.0 mm. „	26 = 14.0 mm. „
11 = 6.5 mm. „	27 = 14.5 mm. „
12 = 7.0 mm. „	28 = 15.0 mm. „
13 = 7.5 mm. „	29 = 15.5 mm. „
14 = 8.0 mm. „	30 = 16.0 mm. „

French Gauges.

Charrière's, represents 3 times the number of millimetres in diameter, e.g., 9 *Charrière* gauge is 3 mm. diam.

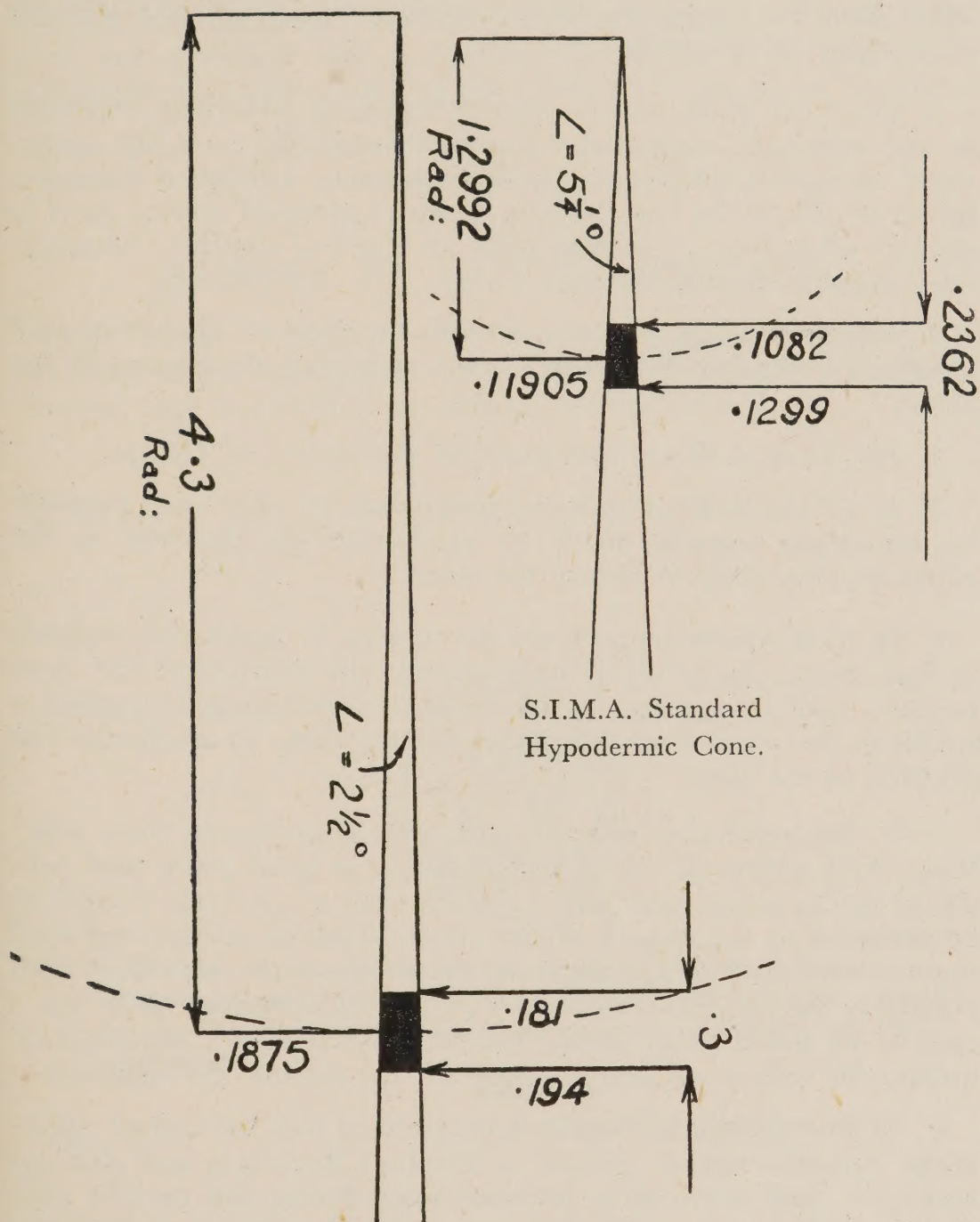
Béniqué's Gauge, used for ureteric instruments is 6 times the diameter in millimetres, e.g., 3 mm. diam. = 18 *Béniqué*.

Note.—A standard catheter gauge is in course of preparation and will be available to members shortly.

SCREW AND SCREW THREADS.

Screws and screw threads used in the manufacture of surgical instruments and appliances are to be as follows: If $\frac{1}{4}$ -inch diam. or under, British Association (B.A.) threads preference will be given to the even numbers of the series (0-14). If above $\frac{1}{4}$ -inch, British Standard Fine (B.S.F.) threads. The screw threads and their tolerances to be as defined by the British Engineering Standard Association. The No. "0" B.A. is to be used in place of the $\frac{1}{4}$ -inch B.S.F. screw.

S.I.M.A. STANDARD CONES.



S.I.M.A. Standard
Antitoxin Cone.

All the above dimensions in inches.

Conditions of Entry.

1. He/They shall not practise or represent himself/themselves as practising any treatment for the care or amelioration of deafness other than the supply of aural instruments or appliances whether mechanical or electrical.

2. He/They shall not in advertisements or otherwise represent or use words or suggestions reasonably capable of being understood as representing that any instrument or appliance manufactured or offered for sale by him/them is of equal service in or is capable of curing or ameliorating all cases of deafness whatever the causes or degrees thereof.

3. Neither he/they nor any servant or agent of his/theirs shall interview a client at the client's home save upon the request of the client.

4. He/They shall test and examine clients free of charge.

5. If in his/their opinion no instrument or appliance supplied by him/them appears likely to ameliorate the deafness of the client he/they shall so inform the client.

6. If in his/their opinion an instrument or appliance supplied by him/them appears likely to ameliorate the deafness of the client he/they shall recommend to the client the instrument or appliance which in the opinion of him/them is most likely to ameliorate the deafness of the client.

7. If the purchaser of any instrument or appliance from him/them shall return the same to him/them in good order and condition within seven clear days from the date of purchase thereof to be extended at the request of the client's medical adviser and shall request the return of the purchase price thereof the Vendor(s) shall refund to the purchaser the whole of the said purchase price less a sum of $7\frac{1}{2}$ per centum of the purchase price of the appliance or instrument with a minimum charge of five shillings for expenses.

8. That known and regular borrowers of aids be loaned appliances and instruments only at a Vendor's discretion and that an approved book entry of a previous loan during the current year shall be held to be a sufficient reason for the refusal of the loan of another appliance or instrument in such cases.

9. The Vendors shall not whether by advertisement or otherwise offer to members of the public any terms of sale whereby members of the public are or purport to be excluded from returning within the period mentioned in Clause 7 hereof instruments or appliances purchased from the Vendor(s) and from obtaining such refund in respect thereof as is mentioned in Clause 7 hereof.

10. The Vendor(s) shall so long as he/they is/are entered upon the Approved List of the National Institute for the Deaf be at liberty to inform the public that he/they is/are so entered by the use of the words "Entered upon the Approved List of the National Institute for the Deaf" and by no other words and in particular shall not otherwise use or display whether by advertisement or otherwise the name or title of the National Institute for the Deaf.

MINISTRY OF HEALTH CIRCULARS.

All Ministry of Health regulations, circulars, etc., are on file at the office of the Association. These are too numerous for enumeration but may be seen by Members on application.



Electros of this Block can be supplied for use of Members of the Association at a charge of 5s. 0d., but remain the property of the Association, and must be returned in the event of resignation.

Apply to—

THE HON. SECRETARY.

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NOTES

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Printed by
GRAMMER & CO., LTD.,
North Road, West Wickham,
Kent.